

Inside:

- Insert: Performing Arts Centre coming soon
- How to raise sexually healthy children 3
- There's no business like small business 3
- Senate report 4
- What's that noise at the library? 5



The ice is nice!

At left, Pat Scullie of Thunder Bay, a 1928 graduate of OAC, tests out the ice in the new twin-pad arena, which was officially opened June 22 during Alumni Weekend. Scullie played varsity hockey for nine years at Guelph and was inducted into the Hall of Fame in 1987. Below, from left, former president Burt Matthews; Guelph Mayor John Counsell; Ken Black, Ontario minister of tourism and recreation; and President Brian Segal unveil a plaque to open the arena. About 2,000 alumni braved cool weather and rain to attend a variety of activities over the weekend. At a ceremony Sunday afternoon, former chief librarian Florence Partridge was named Alumnus of Honor. Alumni Medals of Achievement were presented to lawyer Robin-Lee Norris and swimmer Kim Middleton of Guelph. Ken Wells of Ottawa received the OVC Distinguished Alumnus Award.

Photos by Mary Dickieson and David Thomas, External Relations



Co-op injunction denied Pension talks continue

The Supreme Court of Ontario has denied the Guelph Campus Co-operative's motion for an injunction against U of G.

The motion had requested that the co-op be allowed to remain in the campus bookstore premises in the MacNaughton building beyond the June 30 expiration of its current lease, and that it be allowed exclusive, rent-free operation of a bookstore on campus pending the resolution of its \$5.5-million lawsuit against the University.

The co-op's lawsuit alleges that U of G did not have the right to terminate the lease on the Campus Co-operative Bookstore. According to the co-op, in 1932 OAC gave the OAC student society the exclusive right to sell student supplies and textbooks on campus for the life of the society.

In giving the reasons for the judgment, the chief justice said the co-op "has not persuaded me that there exists a serious issue to be tried as to these alleged acquired rights."

"We are naturally very pleased with this judgment," says John Mason, director of administrative services. "While we were confident of our position on this matter and optimistic that a ruling would be made in our favor, dealing with the injunction motion has been a long and difficult proceeding."

At time of writing, representatives of the

co-op had declined to comment on the ruling and were preparing their own statement to the media.

An agreement has been reached that the co-op will vacate the bookstore premises by June 30 in accordance with the terms and conditions of its lease, which expires on that date.

The University now faces the challenge of developing the new bookstore in readiness for September, says Mason. "Certainly our priority at this time is to ensure that the students will have everything they require for the beginning of classes." □

The June 26 meeting of Board of Governors was cancelled because the University wants to hold more discussions with employee groups on changes to the pension plans, says Charles Ferguson, vice-president, administration.

Because there is not strong support for the comprehensive plan proposed by the University Pension Committee, the University wants to spend more time discussing and analysing alternatives before coming back to the board's pensions and benefits committee with a recommended course of action, he says.

A proposal for changes to the pension plan, including a special early retirement window, was the principal item on B of G's agenda. □

Equity policy distributed

The University's new employment equity policy, distributed across campus last week to all employees, is reprinted on page 5. Prepared by Prof. Janet Wood, employment and educational equity co-ordinator, and Heather Heath, employment and educational equity administrator, the policy was approved by the president's executive group in March.

The policy reaffirms the section of the Ontario Human Rights Code that establishes every person's right to equal treatment with respect to employment, says President Brian Segal. It is also in keeping with Guelph's commitment in *Toward 2000: Challenges and Responses* to strive for excellence in all activities, he says.

See the next issue of *At Guelph* for campus response to the new policy. □

Recycle
This
Newspaper

THE GUELPH CENTRE

FOR THE PERFORMING ARTS

University's goal: \$300,000

At
Guelph

University committed to eliminating systemic discrimination in the workplace

We are writing in response to the letter from Prof. George Harauz, which appeared in the June 13 issue of *At Guelph*. We believe the views expressed in that letter reflect false perceptions regarding both the protection of human rights in Canada and the activities of the University's Employment and Educational Equity Office.

Both the Canadian Charter of Rights and Freedoms and the Ontario Human Rights Code acknowledge that both individual and systemic discrimination may infringe the rights of individuals in our society. The concept of individual discrimination is familiar to most of us. The concept of systemic discrimination is not.

Systemic discrimination in employment is the (often unintentional) imposition of barriers that exclude groups of people from employment opportunities and benefits on grounds other than their relevant qualifications.

For example, physically inaccessible buildings exclude people with physical impairments from jobs for which they are otherwise qualified. As a result, within many employment categories, the proportion of people with physical impairments who are employed is lower than the proportion of people with physical impairments who are qualified to accept employment. That underemployment disad-

vantages people with physical impairments and increases their dependence on the employed population.

Analysis of the workforce participation of aboriginal Canadians, people with disabilities, members of visible minorities and women has revealed that members of these groups are particularly disadvantaged in employment in Canada.

Our human rights legislation ensures that programs designed to reverse such demonstrable effects of systemic discrimination are not regarded as infringing human rights. Part II, Section 13, of the Ontario Human Rights Code reads as follows: "A right ... is not infringed by the implementation of a special program designed to relieve hardship or economic disadvantage or to assist disadvantaged persons or groups to achieve or attempt to achieve equal opportunity or that is likely to contribute to the elimination of the infringement of rights."

U of G is committed to employment equity. In other words, we have undertaken to eliminate systemic discrimination within University employment and educational policies and practices. That commitment has been expressed through the establishment of the Employment and Educational Equity Office and through the University's commitment

to comply with the Federal Contractors' Employment Equity Program. The responsibility of the equity office is to facilitate University-wide efforts to fulfil that commitment.

By conducting the employment equity census next fall, we will determine the representation of aboriginal people, people with disabilities, members of visible minorities and women among our employees.

Comparison of that data with information on the composition of the Canadian labor force geographically available and qualified to accept University employment will allow us to focus on real employment equity issues as opposed to "currently popular ideology."

Participation in the census will be voluntary, and the census data will be confidential. The census results will be reported to the University community — in a form designed to ensure confidentiality — to allow formulation of plans for the attainment of employment equity.

Like the members of the Employment Equity Census Task Force (see *At Guelph*, May 9), we are available to discuss the census with interested members of the University community. We are located in Rooms 403 and 404 of the University Centre and can be reached at Ext. 3474.

We particularly welcome comments and questions now, because the census questionnaire, procedures for its administration and the code of confidentiality that will govern acquisition and analysis of the census data are currently being formulated.

Although his letter did not refer to it explicitly, Harauz's remarks suggest that he is distressed by the University's interim faculty recruitment policy. That policy states that when a new faculty member is recruited to an academic department in which one sex is underrepresented, a candidate of the underrepresented sex will be appointed unless another candidate is demonstrably better qualified.

Our recruitment policy meets the requirements of Canadian human rights legislation in mandating action based on evidence of the

effects of past systemic discrimination. It requires neither that male candidates be excluded from candidacy for faculty positions nor that female candidates for employment be selected over better-qualified male candidates. It is not discriminatory. It does require us to address the fact that women are under-represented among our faculty.

The interim faculty recruitment policy is the first of a series of University policies that will require our employment practices to be equitable. We agree with Harauz's assertion that those policies will force us to make difficult choices. In our view, failure to address those choices would be cowardly.

**Janet Wood and Heather Heath,
Employment and Educational
Equity Office.**

Day-care subsidies available for grads

I would like to point out an omission in the June 13 issue of *At Guelph* in the column "EEAC Briefing" under the topic of day-care subsidies.

The omission is in the statement "Graduate students whose children attend the University's child-care centre are eligible to receive subsidies." Although this statement is true, the Ontario Ministry of Community and Social Services will also subsidize the day-care costs of graduate students whose children are enrolled at the Campus Child-Care Co-op and the Family Studies Lab Schools.

In the interest of fully informing the campus community about the quality child-care programs available to everyone at the University, perhaps it would be helpful to think of all three child-care facilities at U of G as part of a campus-wide day-care system. It's important that graduate students realize that they do have a choice of day-care facilities for which they can receive subsidies from the Ontario government.

**Steven Sadura,
Financial Co-ordinator,
Campus Child-Care Co-operative.**

Job equity requires sensitivity, fairness

I am writing in response to the letter from Prof. George Harauz, published in *At Guelph* June 13, concerning the University's planned equity census. It is sad that Harauz would rather indulge in rhetorical excess than enter into serious discussion of the important issue of employment equity.

Harauz opens his letter with a quotation from an eminent German-Jewish chemist, Fritz Haber, who was hounded from his position by Nazi barbarism. I find it objectionable that Harauz should frame his argument with references to Nazism. (Indeed, he deliberately repeats this provocation later in his letter, when he refers to a recent German census, which, he claims, many West Germans believed "could be misused for purposes of ... Nazi-style discrimination.")

He characterizes the goal of those of us concerned about the issue of equity as "explicitly sexist and racist hiring guidelines," and he accuses us of "untenable moral turpitude and cowardice."

Such fancy words! But can we, amid this vitriol, discern Harauz's own position? Surely he does not believe that we should return to the systemically discriminatory hiring practices of past years?

As he himself admits, these practices have created a faculty and staff roster in which (to borrow his peculiar turn of phrase) "too many ... have spellable and pronounceable surnames."

Should we turn to a system of quotas? Harauz opines that "official hiring quotas are not necessarily fair (my emphasis added). Or should we follow Harauz's recommendation and refuse to participate in the equity census, a process designed to gather just the sort of data required as a basis for reasoned and fair decisions?"

I do not believe that there are simple solutions to the problem of redressing the underrepresentation of women and visible minorities among faculty and staff. Nevertheless, we must create and implement effective mechanisms for attracting more women and minorities to our ranks. This process will require that white males surrender the systemic advantages that we have long enjoyed.

The task of building a just and compassionate university calls for sensitivity, generosity of spirit and fairness, not for wild accusations and inflammatory language.

**Prof. David Josephy,
Chemistry and Biochemistry.**

At Guelph

is published by the University of Guelph for the University community and its friends every Wednesday except during December, July and August, when a reduced schedule applies. *At Guelph* is guided by an editorial policy approved by the president of the University. A copy is available on request.

Views and opinions contained herein do not necessarily reflect official University policy.

At Guelph welcomes contributions from the University community — letters to the editor, opinion pieces for "Forum," speeches, faculty, staff and student activities and other submissions. Deadline is seven days before date of issue unless otherwise specified. Submissions should be typed double-spaced and signed by the author. Articles for "Forum" and letters to the editor should not be more than 500 words and should be submitted on disk whenever possible. The executive editor reserves the right to select, edit and position all copy.

Stories may be reprinted with acknowledgment of source.

Editorial office: Creative Services, External Relations, Level 4, University Centre, 519-824-4120, Ext. 3864.

Executive editor: Sandra Webster. **Assistant editor:** Barbara Chance. **Contributors:** David Thomas, Alvin Ng, Margaret Boyd, Owen Roberts and Mary Dickson. **Production:** Dorothy Hadfield.

Editorial advisory board: Katherine Elliott, Counselling and Student Resource Centre; Victor Ujimoto, Sociology and Anthropology; Mary Naim, Media Productions; Walter Kehm, School of Landscape Architecture; Ken Graham, English Language and Literature; Vic Reimer, Personnel; Marty Williams, Central Student Association; Frances Sharom, Chemistry and Biochemistry; Roselynn Stevenson, Microbiology; Barbara Stuart, Family Studies Lab Schools; Bob Logan, U of G Library; Marc Charbonneau, Graduate Students Association; Trish Walker, University Secretariat; Sandra Webster and Mary Cocivera, Creative Services; and Robin-Lee Norris, Guelph barrister.

Electronic mail — NETNORTH: DOISW at UoGuelph; CoSy:swbster

ISSN 0836-4478

Member: International Association of Business Communicators, Public Affairs Council for Education and Council for the Advancement and Support of Education. □



HOSPITALITY INDUSTRY TEXT

Prof. Tom Powers, HAFSA, presents a copy of his book *Marketing Hospitality* to associate librarian Ellen Pearson. The book is the ninth in the Wiley Service

Management Series, for which Powers has acted as consulting editor for 15 years. The text is written as an introductory course in hospitality marketing.

Protein sequencing service available on campus

The Department of Molecular Biology and Genetics is offering custom-designed oligodeoxynucleotides and protein sequencing to University researchers.

Oligodeoxynucleotides may be up to 30 nucleotides long. Current charges are \$5 start up, plus \$4.50 per additional residue. Special services include mixed sites or inosine, \$7.50 per site, and HPLC purification for \$75. For unpurified oligonucleotides, delivery time is normally one to three weeks, and ~10 OD260 units are supplied.

For protein sequencing, ~300 pmol pure samples are needed for best results. Proteins

have been sequenced from SDS gels as well as soluble preparations, although the latter are more easily sequenced.

Current charges are \$75 set up, including three standards and the first five amino acid residues, and \$12.50 for each additional cycle. About 20 amino acids are usually required to provide sufficient data for an oligonucleotide probe. The \$75 is charged whether or not a useful sequence is obtained, because the department cannot be responsible for N-blocked, heterogeneous or dirty preparations.

For more information, call Prof. David Evans at Ext. 2575. □



RECOGNITION OF EXCELLENCE

U of G researchers were honored at a reception June 22. Back row, from left: Profs. Joseph Lam, Reggie Lo, Anthony Clarke, Christopher Whitfield and Terry Beveridge, Department of Microbiology; Bryan Henry, Chemistry and Biochemistry; Ben Gottlieb, Psychology; and Victor Ujimoto, Sociology and Anthropology. Front row, from left: Profs. Alun Joseph, Geography;

Anne Martin Matthews, Family Studies; Larry Milligan, vice-president for research; President Brian Segal; and Mary McLeish, Computing and Information Science. Bill Winegard, federal minister for science, was unable to attend. Winegard was instrumental in obtaining funding for U of G through the federal government's Centres of Excellence program.

Photo by Owen Roberts, Office of Research

Open communication key to healthy sexuality in kids

Children need to have self-esteem and open communication with their parents to be sexually healthy.

That's what sex educator Lynn Leight, author of *Raising Sexually Healthy Children*, told the opening session of the 12th annual Guelph Conference on Sexuality June 18.

"Our sexuality is all of who we are — it is our core," said Leight. "It dictates how we respond to others."

Educating children about sexuality is not just teaching them about contraception and sexually transmitted disease, she said.

"(Sex) is a natural extension of who we are. In order for us to enjoy our sexuality, we need to know certain things about ourselves. How do we like ourselves? How do we reach out to others? What are we looking for in a relationship?"

Parents can help their children find the answers to these questions by being open and caring, she said, and by using "golden opportunities" — "everyday ordinary experiences that translate into sex education," whether it's discussing the names of a child's body parts or just holding their children.

"These golden opportunities provide for us a way to communicate with our children about

sexuality on the most important level."

Peggy Brick, a leader in the field of adolescent sexuality and contraceptive education, said in a plenary session June 19 that society gives contradictory messages about sexuality to children. In addition, sex education deals too much with the problems and not with what sexuality means to kids, she said.

"Our kids are not getting anything clear at all. We are giving them subliminally (and) consciously 100 different, contradictory, mixed messages."

Traditional stereotyping exists in the media, said Brick. Television messages convince young girls to want Barbie dolls and boys to want Teenage Mutant Ninja Turtles. Sex education deals with issues like teen pregnancy and sexually transmitted diseases.

"At best, we have developed a health model of sex education," she said. "It's a preventive model. We never talk about pleasure, the core of sexuality. Sex can be dangerous, (but) it can be very pleasurable. We haven't helped adolescents understand that."

About 900 teachers, counsellors, doctors, nurses, social workers and members of the clergy from Canada and the United States attended the conference. □

Cutten Club plans \$1-million expansion, renovation program

The Cutten Club, the 209-acre private recreation club on the northern border of the campus, will undergo a \$1-million facelift.

Plans for expansion and renovation are necessary and long-awaited by club members, says Dale Lockie, executive manager of pensions investments, who was elected president of the Cutten Club in May. The last major renovations to the club were completed in 1974, and since then, club membership has tripled.

The list of proposed projects includes a new women's locker room and tennis viewing gallery, relocation and expansion of the member's bar and the member's dining room, and improvement of the kitchen facilities.

Lockie says the club will finance the renovations with past and future initiation fees, profits from previous years that have been earmarked for expansion and a bank loan.

Although the University holds a majority interest in the Cutten Club, it is financially independent from U of G. "The University does not put any operating money into the Cutten Club, nor does it take money out," says President Brian Segal. "The University maintains an arm's-length relationship with the club."

U of G's interest in the Cutten Club dates back to the 1970s when the University learned that club owners planned to develop the property, which borders The Arboretum and flanks the northern side of the campus. To protect its land, the University has been acquiring Cutten Club shares since 1981, when Canadian General Electric donated its 28-per-cent holding. U of G now owns about 90 per cent of the Cutten Club; the remaining shares are owned by two minority shareholders.

U of G is looking well down the road — at least 100 years — in this acquisition, says Segal, who stresses that the University does not have any plans for the club other than its current use as a golf and recreation facility. □

No plans for greenhouses

The fate of some of the greenhouses beside the University Centre remains unknown for the time being, says Prof. Michael Dixon, chair of the greenhouse committee in the Department of Horticultural Science.

"There are no plans at all, no final discussion as to their fate," says Dixon, who receives several calls a week from people on and off campus inquiring about the greenhouses and whether or not they are going to be destroyed. "It's too early to make a decision," he says.

Of the 14 horticultural science greenhouses southeast of the University Centre, the four newer ones built for the annual Canadian Greenhouse Conference with sponsorship from external companies will definitely not be destroyed, says Dixon. Plans are to move them to join the facilities of the new environmental biology/horticultural science complex when it opens.

To date, however, there is no funding available to make that move, he says. "When money becomes available, we will move the greenhouses and incorporate them into the new complex."

Of the older greenhouses, most of which were built in the 1930s, the largest has been condemned and now sits empty, slated for destruction later this summer. Greenhouse

manager Ron Dutton says it's unsafe because the wooden supports holding the glass are rotten and the panes are popping out of their frames and into the greenhouse.

Most of the other older greenhouses are also outdated and deteriorated beyond hope of moving or restoring them, says Dixon. Only the pagoda-like conservatory holds any esthetic value, he says, but it needs at least \$100,000 in renovations to restore it to a safe, usable state.

"It would be great if some alumni group were to give us the money to restore the conservatory," he says, "but other than that, we have no idea where the money would come from." □

Awards

Kevin Cockell, a PhD student in the Department of Nutritional Sciences, has received the first T.K. Murray ININ Fellowship from the National Institute of Nutrition in Ottawa. Cockell will hold the fellowship at Vanderbilt University Medical School. □

Taking care of business

by David Thomas

The U of G Small Business Consulting Service is open for business — to help other businesses.

The service is a non-profit venture designed to offer low-cost consulting to small businesses in the community and to the University, and to give students hands-on experience in their field of study. It is run by management economics graduate Kelly Wilson, B.Comm. students John Watson and Andrea McInnes, and M.Agr. students Kim Lang and Carmel Augustyn.

The service offers clients advice on all aspects of small business, from starting up a venture to financial management, marketing strategies and production management.

"We're able to help the small business people to help themselves," says Wilson, the manager. "We provide a service we think is invaluable to their success."

A lot of small business ventures fail; the ones that succeed are well planned, says Watson. "People may have good ideas, but they may not have all the expertise they need," he says. "For example, they may have the technical knowledge to make the product, but not know much about marketing or financial systems. And they probably don't have the time to do the research. That's where we can step in."

The consultants can provide business development plans, feasibility studies, launching or testing of new products, cash-flow forecasting, bookkeeping assistance, inventory control and production planning.

The service draws on University resources such as faculty expertise and library materials and on the diversity of its employees' backgrounds. Wilson worked as a consultant in the service last year; Watson has operated his own business; McInnes is experienced in promotion and advertising; Lang spent eight years working in marketing research; and Augustyn has four years' experience as an accounts executive at a financial planning centre.

Fees vary, depending on services provided, but the initial consultation is free, and the average rate is about \$25 an hour, says Wilson.

The service has grown a lot since it started as a pilot project two years ago, Wilson says. In its first summer, it had about 25 client contracts. Now, it operates year round and has already had more than 50 clients this year. It is supported by the University, the Ontario Ministry of Industry, Trade and Technology and the City of Guelph's economic development department.

Client reaction has been favorable, says Watson, and he sees growth ahead as more people become aware of the quality of U of G's business programs.

"A lot of people aren't aware that Guelph has good business programs," he says, "but we're helping to change that by running the consulting service."

The U of G Small Business Consulting Service is located in Room 103 of the MacLachlan building and can be reached at Ext. 6472. □



Staffing the U of G Small Business Consulting Service are, seated from left to right, Carmel Augustyn, Andrea McInnes,

Kim Lang and Kelly Wilson. Standing is John Watson.

Photo by David Thomas, External Relations.

Institute of ichthyology gets go-ahead

U of G will soon have a new institute of ichthyology, thanks to the momentum provided by the donation last December of a major fossil collection by American ichthyologist Dr. Herbert Axelrod.

The new institute, which has a proposed initial budget of \$75,000 a year, was approved by Senate at its June 19 meeting. The centre will be a unit within the Department of Zoology and will be subject to a review of its operation, objectives and performance after five years.

The institute's objectives are to promote the development of graduate teaching and research in all aspects of ichthyology; to provide basic research needed by the various fish industries; to publicize all aspects of ichthyology; and to support international collaboration in ichthyology teaching and research. In addition, the institute will support the editorial and publishing activities of ichthyologists at the University.

Core members of the institute — those with a fundamental interest in ichthyology — will control membership. Associate members will become directly involved in the institute for the duration of specific projects, once Senate has approved membership selection criteria.

Senators approve new undergraduate co-op programs

Co-operative education at Guelph received a strong boost June 19 when Senate approved eight new undergraduate co-op programs proposed by the Board of Undergraduate Studies (BUGS).

The new co-op offerings include a specialized honors and major in economics in the BA program, a hotel and food administration major in the B.Comm. program and an agronomy major in the B.Sc.(Agr.) program.

The remainder of the co-op programs approved were in the B.Sc. program: crop science, horticultural science, urban horticulture and environment management, and plant biotechnology in the plant biology major, and specialized honors in toxicology (with emphases in biomedical and environmental toxicology).

In the regular undergraduate program, Senate also approved two new majors in the B.Sc.(Agr.) program — a plant biology major with emphasis in botany, crop science, horticultural science, urban horticulture and environment management, plant health science, plant science and biotechnology or unspecialized; and an agronomy major.

Aquaculture program

In Board of Graduate Studies (BGS) business, Graduate Studies Dean Doug Ormrod told Senate that the graduate program in the Department of Computing and Information Science will undergo changes to take into account the department's increasing expertise. He noted that the program recently passed its three-year review by the Ontario Council on Graduate Studies.

Senate also approved an intensive, multi-disciplinary master's program in aquaculture. Citing a scarcity of educational opportunities for students who want an integrated and broad-based training program in aquaculture at an advanced level, BGS proposed a non-thesis postgraduate degree leading to the M.Agr. The program will include an internship in govern-

ment, industry or agribusiness related to aquatic animal production and will emphasize the production of fin fish to reflect the strength and breadth of expertise at U of G. The administrative governing body will be the Aquaculture Interdepartmental Group, made up of graduate faculty members with an interest in aquaculture.

Other business

Senate also approved 19 new undergraduate and graduate awards. They are:

- College of Arts Student Union Award, open to students in the College of Arts who have completed semesters three to eight.
- Maude Loretta Trapp Memorial Bursaries, for undergraduate veterinary students in financial need from northwestern Ontario.
- Janssen Pharmaceutica Inc. Award, for the DVM student elected by classmates as the person most likely to bring credit to the veterinary profession.
- Milton Travel Fellowship, for travel for academic purposes for a veterinarian enrolled in a graduate program in OVC.
- Grey County Cattleman's Association Entrance Award, for the student from Grey County with the highest average in pre-veterinary courses entering the first semester of the DVM program.
- OVC '39 Bursary, to assist undergraduate veterinary students with demonstrated financial need.
- Milus Bollenbergh Topps Watchorn Scholarship, made annually to the BLA student with the highest cumulative average in U of G courses taken up to the semester in which "Landscape Design II" was completed.
- Analytical Biochemistry Award, made to students with the highest grades in analytical biochemistry in the winter semester who are continuing in an honors or major

Proposed core members include Axelrod and zoology professors Eugene Balon, Bill Beamish, Moira Ferguson, John Leatherland, David Noakes, Donald Stevens and Glen Van Der Kraak.

Although research grants, contracts and endowments are expected to help defray the institute's operating costs and the director's salary, some University financing will be required to support this new initiative in the two-year interim, according to an Office of Research report presented to Senate.

The Axelrod fossil collection, valued at \$24 million, contains plant, insect, reptile and mammal specimens in addition to its numerous fish fossils.

The donation of this varied collection "provides not only recognition of our strengths in ichthyology, but also the possibility of new initiatives in our teaching and research," says the report. "The institute will emphasize the value of an integrative approach to the study of living and fossil fishes to provide an understanding of the maintenance of life and its evolution." □

program administered by the Department of Chemistry and Biochemistry.

- Tony Anthony Prize in Comparative Vertebrate Anatomy, for the student who achieves the highest grade in comparative vertebrate anatomy.
- Southwell Travel Scholarships — four graduate awards for students to present research papers at conferences in agricultural, biological, food or water resources engineering.
- W.C. Wood Fellowship, to a student conducting research on the preservation of food or on the conservation of the natural resources base for food production.
- Jack Pos Scholarship, to a student who has graduated from Guelph's B.Sc.(Eng.) program and is enrolled full time in an M.Sc. program in biological or agricultural engineering.
- Kae and Gordon Skinner Memorial Scholarship, to the OAC student graduating from the B.Sc.(Agr.), B.Sc. or B.Comm. programs who has made a significant contribution to developing an understanding of the profession of agrolgy among fellow students.

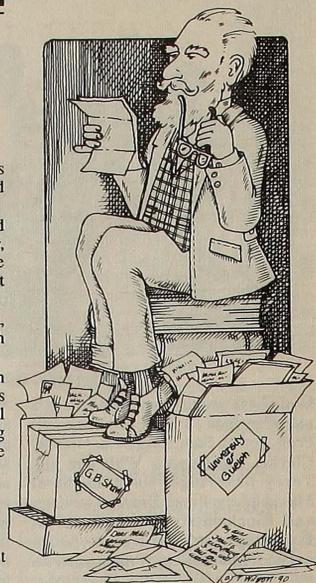
Senate also approved the following additions to the list of associated graduate faculty:

Provisional graduate faculty: Mark Baker, Chemistry and Biochemistry; and John McDermott, Population Medicine.

Associated graduate faculty with term: M.W. Khalil, Animal and Poultry Science; and D.A. Leckie, Land Resource Science.

Special graduate faculty: Laima Kott, Crop Science.

The following faculty have had a change of status from temporary graduate faculty to special graduate faculty: Doug Procutner, Tissa Senaratna, Mark Walker and Asma Ziauddin, all of the Department of Crop Science. □



Shaw letters to be published

U of G and the Academy of the Shaw Festival are producing a 10-volume series of books of the correspondence of playwright Bernard Shaw.

To be published by University of Toronto Press, the books will be released annually, with the first appearing in 1991. Each volume will focus on Shaw's correspondence with a particular person or on a particular subject.

The series will include Shaw's letters to and from author H.G. Wells, theatre critic William Archer and classical scholar Gilbert Murray, as well as letters on theatre and socialism.

U of G is an appropriate home for such a project because of its expertise in theatre scholarship in general and in Shaw scholarship in particular, says general editor Percy Smith, a professor emeritus in the Department of Drama.

Prof. Leonard Conolly, acting academic vice-president, who is serving as one of the project's advisory editors, agrees. "The fact that the project is based here reflects well on our stature in Shaw scholarship," he says.

Editors for each of the first eight volumes have been appointed and are now compiling and editing the letters by Shaw and his correspondents. That's no simple task, says Smith, who is editing the Wells volume, due out in 1993.

"One of the real difficulties is deciphering the handwriting," he says. "Shaw's was good, but Wells's was terrible."

Smith says the series could go beyond 10 volumes if it is a success. "Many more are possible. Shaw was a prolific letter writer." □

It's a sporting life at arena lounge

At the heart of the new twin-pad arena, there's a place where you can relax and enjoy good food in a friendly, sporty atmosphere.

That's the idea behind Gryphs Sports Lounge, says manager Craig Moore. "We try to have an atmosphere to make everyone welcome at Gryphs — students, faculty, staff and people from off campus who are here to use the rink. It's a place where you can be yourself."

Decorated in black, red and grey, Gryphs features posters of professional and U of G varsity sports teams on the walls, a shuffleboard table, eight TV monitors and a jumbo screen featuring a variety of sports programs from satellite networks. But the sound system isn't overpowering, says Moore. Patrons can listen to the sports programs or they can chat. There's also a wide line of Gryphs paraphernalia, such as hats and pins, on sale.

For those who want to catch the action on the small rink, the glass south wall of the

lounge provides a clear view.

For hungry customers, the licensed lounge offers a menu that includes hamburgers, hot dogs, chicken fingers, chili, sandwiches, steak on a bun, onion rings, fries, perogies, salads and "the best chicken wings in town." During major arena events, Gryphs operates a three-window concession.

Business has been good since Gryphs opened in April, says Moore, but he expects a lot more once the fall semester begins. The lounge will have full wait service (it's counter service now), and he hopes to expand the staff from the current 25 to about 90.

Summer hours at Gryphs are Mondays to Thursdays from 11 a.m. to 10 p.m., Fridays 11 a.m. to 2 p.m. and Sundays 6 to 10 p.m. Starting in September, the hours will be Mondays to Saturdays from 7:30 a.m. to 1 a.m. and Sundays from 7:30 a.m. to 11 p.m. For programming information, call Gryphs at Ext. 2219. □



Brian Floto, left, serves up lunch at the Gryphs Sports Lounge.

Photo by David Thomas, External Relations

University of Guelph employment equity policy

In formulating this policy, U of G reaffirms Section 4.1 of the 1981 Ontario Human Rights Code, which states: "Every person has a right to equal treatment with respect to employment without discrimination because of race, ancestry, place of origin, color, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, family status or handicap."

Employment inequities constitute obstacles both to the attainment of institutional goals and to the maintenance of constructive employee-employer relations.

In co-operation with employees, the University is developing an employment equity program that will serve, within practical limits, the career development goals of employees. The program is designed to identify and eliminate discriminatory barriers that interfere unreasonably with employment options and to provide access for all present and prospective employees to the fullest opportunity to exercise individual potential.

For present employees, the University's commitment to equal opportunity in employment includes access to preparation and opportunities for transfer, promotion and advancement within the University.

Employment equity will be achieved when employees receive employment opportunities and benefits only on the basis of relevant abilities.

The aims of the University of Guelph, as outlined in *Toward 2000*, commit us to strive for excellence in all our activities and sustain excellence when it is achieved.

Employment equity initiatives will both increase the pool of candidates highly qualified for University employment and ensure recognition and development of the abilities of current employees. They are, therefore, central to the University's aims.

Objectives

The objectives of the employment equity policy are:

- to regard relevant individual ability and achievement as the prime criteria for the treatment of present employees and the recruitment of prospective employees;
- to ensure that all employees are encouraged to develop their abilities and aspirations without being subject to discrimination and without barriers that may result, however unintentionally, from inequitable policies, behaviors or attitudes; and
- to ensure that the representation of women, visible minorities, persons with disabilities and aboriginal people within the University's employment categories and job levels reflects the representation of those groups among individuals qualified to undertake such employment.

Implementation

The University will take the following steps to act on its commitment and concern:

- communicate this policy, and programs and procedures developed under it, to all University employees, including supervisory and managerial personnel, who will be responsible for its implementation;
- examine and alter as necessary any policies and practices that have the result of unreasonably preventing or limiting the provision of equality in employment in hiring, promotion, remuneration, training or working conditions;
- recognize, in addition to educational qualifications, other forms of training and skills gained through experience and records of accomplishment in other endeavors;

- monitor University documents and other official communications to ensure that they are free of discriminatory language and sex-role or other stereotyping; and
- foster and endorse attitudes and behavior that advance employment equity.

While remaining alert and sensitive to the issue of employment equity for all, the University has an immediate and special concern with the role and experience of groups known to experience disadvantages in employment in Canada, including women, visible minorities, persons with disabilities and aboriginal people.

Initiatives

Without diluting its commitment to individual ability and achievement as the prime criteria, the University will undertake a number of positive initiatives in the short term to enhance and diversify the participation of women, visible minorities, persons with disabilities and aboriginal people as University employees.

In doing so, the University will act on Section 13.1 of the Ontario Human Rights Code, which states that the equality rights defined above are "not infringed by the implementation of a special program designed to relieve hardship or economic disadvantage or to assist

disadvantaged persons or groups to achieve or attempt to achieve equal opportunity or that is likely to contribute to the elimination of the infringement of [those] rights."

These special measures will include:

- determination of the representation of women, visible minorities, persons with disabilities and aboriginal people within the University's workforce by a process of self-identification;
- development of new opportunities to assist qualified members of those designated groups within the University's workforce to compete on equitable terms for available positions;
- active recruitment to enlarge the pool of women, visible minorities, persons with disabilities and aboriginal people as candidates for employment and for promotion into employment levels and categories in which they are underrepresented; and
- establishment of tracking systems to monitor the effectiveness of the University's employment equity policies and practices.

To measure progress towards approved goals and objectives consistent with the spirit of this policy, the results of initiatives undertaken will be documented and reported to the University community on an annual basis. □

Volunteers needed for census

To carry out its new employment equity policy, the University will carry out an employee census in early fall to obtain background data. This census will determine the number and distribution of people in the designated groups already employed on campus.

The Employment and Educational Equity Office is looking for volunteers to help develop and distribute the census questionnaire. For more information, call Heather Heath, employment and educational equity administrator, or Prof. Janet Wood, employment and educational equity co-ordinator, at Ext. 3474. □

Breaking the sounds of silence

Renovations under way at the library

by Alvin Ng

"Quiet, please."

That traditional directive given by library staff since time immemorial had little effect at the U of G Library last week as the sound of jackhammers filled the air.

The McLaughlin building is undergoing a \$431,000 renovation this summer to ease worsening space problems. The renovation will add 5,000 square feet to house the library's rare book and growing archival collections, says associate librarian Larry Porter.

The jackhammers were needed to break apart the high-strength concrete walkway by the old reserve room, before a new floor can be put in. On the main floor, the staircase will be demolished, and the new floor will be built in the space occupied by the stairwell. The circulation department will move to the east wall, beside the front entrance to the library.

A new set of wheelchair-accessible turnstiles will bring the total number of turnstiles to six from the four currently in place, to relieve congestion during peak-use periods.

Most of the extra space will be on the basement floor, where the archives and the rare book collection are housed. On that floor, the rare books will be moved into the space now occupied by the stairwell and study tables. The archives will get more space, and the elevator will be modified to service the basement.

In addition to increasing the storage space for the archives and rare books, a seminar room, offices, and a computer and microfilm reader room will also be built. The lower entrance will be permanently sealed off, and the student mailboxes will be moved to the University Centre.

The two cavernous washrooms in the basement will be reduced to half their current size. The men's washroom will be split into two, and the women's washroom will be taken out and the space added to the archival collection.

Porter says the library is "over-washroomed." That's because there were no municipal guidelines concerning the number of washrooms a building needed when the library was built, he says. So the architects looked at taverns and guessed how many washrooms the library would need to serve the 15,000 student population Guelph expected. As a result, the library has more washrooms than its users need. "Most students don't even know these washrooms (in the basement) exist," he says.

Part of the reason more space is needed to house the theatre archives is because the collections "are growing at a very rapid rate," says Porter. Once the Shaw and Stratford Festival theatre companies decided to place their archives at U of G, most amateur theatres in Toronto also gave their collections to the library, he says. As a result, the archives need more space.

Although some companies only have old play programs to give the archives, the collection from the Shaw Festival, for example, also contains costumes, set designs, scripts, playbills and promotional materials.

In addition, says Porter, the library is accumulating archives from various departments on campus as they become available and has a great deal of Scottish material.

Even with the renovations, the library will not have nearly enough space for its collections, he says. "This just helps us with the immediate need."

The library rents space in a warehouse on Victoria Road for its little-used material and recently added 5,000 square feet to the 5,000 square feet it already had.

"It took us three and a half years to fill the first 5,000 feet, but it's absolutely crammed full right now," he says.

It may, however, take longer than that to use up the newly rented space because the rate that material has been coming into the collections has slowed somewhat in the last few years, says Porter. Even though the library has a \$1.7-million acquisition budget this year, the increasing price of books and journals has meant that less physical material is being added, he says. Still, the library will add 80,000 titles and 7,500 journals to its collection this year.

The warehouse solution has been less than ideal, says Porter. Accessing a book from Victoria Road takes more than a day.

Built in 1966 at a cost of about \$9 million for building and contents, the library was originally conceived in three phases. Phase I and II were built at the same time, and the result was the McLaughlin building, which has remained largely unchanged to this day. Until the University Centre was built, both the University and library administrations used the second and third floors of the McLaughlin building for office space.

When Phase I and II were built, provisions were made to add the Phase III expansion to the west side of the current building, says Porter, but the funds never became available. Phase III would have added 30,000 square feet to the library, he says, but at current prices, it would cost \$8 million to \$9 million to build — almost as much as the rest of original building cost more than two decades ago.

For the current renovation project, *The Campaign* is contributing \$475,000 and the library will contribute \$200,000 from its operating budget over the next five years.

The renovations themselves are budgeted at \$431,000, says Porter. The remaining \$244,000 will go towards furnishing offices, buying a special compact shelving system and installing the temperature- and humidity-controlled environment the rare book collection requires.

The renovation was originally scheduled to be completed by Thanksgiving, but Porter says the contractor believes the project can be finished by the end of August. □



Cathy Hume.

Hafa grad named to board

Toronto stockbroker Cathy Hume, a 1974 Hafa graduate, has been appointed to Board of Governors for a three-year term, starting July 1. She succeeds Jim Hunter of Etobicoke as an alumni appointee to the board.

Vice-president of Deacon Barclays de Zoete Wedd Ltd., Hume is a member of the President's Council and the U of G Alumni Association.

Solette Gelberg has been reappointed as a board member and vice-chair of the board for a three-year term. John Morrison has also been reappointed as a member for three years. Their terms begin July 1. □

At Guelph Summer schedule

Publishing date	Deadline (noon)
July 11	July 5
July 25	July 19
Sept. 5	Aug. 28

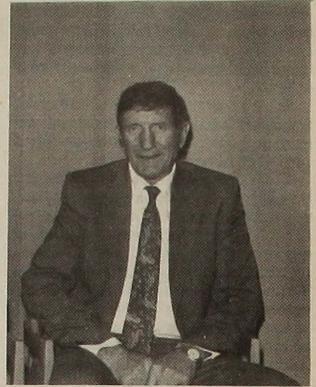
Pay equity update

Photos by Alvin Ng and David Thomas,
External Relations

The Personnel Department would like to acknowledge the efforts of the pay equity committees and thank them for the time and effort they have given the project.



Benchmark Job Evaluation Committee. Seated, from left: Al McInnis, Larry Seigmiller and Carlton Gyles. Standing: Ingrid Alexy-Ferrede, Rosemary Backman, Michelle McCarthy-Brown, Diane Bell-Smith and Barbara Abercrombie. Absent: Virginia Warren, Eunice Cummings, Jean McClelland and Rosemarie McHugh.



Roy Pella, director of Personnel.



Non-Union Job Evaluation Committee. Seated: Lois Lamble and Dirk Bod. Standing: Michelle McCarthy-Brown, Jenny Van de Kamer and Diane Bell-Smith. Absent: John Hurst and Gordon Macleod.



Personnel staff. Seated, from left: Susan Blair, Liam McKenna, Diane Bell-Smith. Standing: Jan Williams, Susan Sookra, Betty Wickett and Angie McLaughlin. Absent: Karen Simoneau.



Food Services Job Evaluation Committee. From left: Larry Seigmiller, Linda Yates, Angie McLaughlin and Garry Round.



UGSA Job Evaluation Committee. Seated, from left: Rosemary Backman and Diane Bell-Smith. Standing: Ingrid Alexy-Ferrede, Angie McLaughlin, Michelle McCarthy-Brown, Robert McCrindle and Barbara Abercrombie.

Briefly

The future of the Soviet Union

The Department of Political Studies presents a public forum June 28 on "What Will Become of the Soviet Union?" Panelists are Elina Zavgorodnaya, senior editor of the Russian-language service of Estonian Radio, and Aleksey Alyoshin, a researcher at the Institute of Philosophy of the Academy of Sciences of the U.S.S.R. The forum, moderated by Prof. Fred Eidlin, Political Studies, begins at 7 p.m. in Room 442 of the University Centre. Admission is free.

What's on at The Arboretum

The Wednesday evening excursion series for adults continues with "Curiosities of Color" June 27, "Bees and Wasps" July 4 and "Decay and Regeneration" July 11. Meet at The Arboretum Nature Centre at 7 p.m. The Sunday afternoon guided walk series for the whole family includes "Swampwalk" July 1, "Under the Log and in the Hole" July 8 and "Monarch Butterflies" July 15. They begin at the nature centre at 2 p.m. Horticulturalist Henry Kock will lead "A View from the Ivey Trail" as part of the Tuesday evening tour/talk series July 10 at 7 p.m. at The Arboretum Centre. On July 17, there will be a program focusing on the Gosling Wildlife Gardens entitled "Prairies and Meadows" at 7 p.m. at the nature centre.

Visiting lecturer

Marian Horzinek of the Institute of Virology in Utrecht, Netherlands, will give two seminars on campus. The topic July 5 is "Evolutionary

Relationships Between Toro- and Coronaviruses." It begins at 11 a.m. in Room 141 of the Animal Science and Nutrition building. On July 6, Horzinek will discuss "Feline AIDS: An Animal Model" at 3 p.m. in Room 2152, Pathology. For more information, call Prof. Eva Nagy, Veterinary Microbiology and Immunology, at Ext. 4783.

Batter up!

Graduate students, faculty and alumni are invited to participate in a co-ed slo-pitch tournament with graduate schools from other Ontario universities July 21 at the south quad diamonds. A barbecue and dance will follow. For more information, call Cindy Brazolot at Ext. 6461.

Soil, dirt cheap

As part of the recycling effort on campus, the Department of Crop Science is making "used soil" available for home gardeners. For more information, call Dietmar Scholz at Ext. 2476.

Outdoor concert

The Department of Music presents a free luncheon concert July 10 by the Burcht Community Band of Belgium, conducted by Willi Lambrechts. It begins at noon on Winegard walk, just west of the MacKinnon building. Bring your lunch.

Counselling available

The Marriage and Family Therapy Centre in the Department of Family Studies offers professional counselling on marital, family, sexual

and relationship issues. For information or an appointment, call Ext. 6335.

Host families needed

Families are being sought to host 25 Japanese university students who are coming to Guelph Aug. 3 to 28 on a cultural exchange program. If interested, call Tracey Silcox at 822-5743.

Music of summer

The U of G Summer Chorale will perform Schubert's "Mass in G" July 11 at 7:30 p.m. at Harcourt Memorial United Church. Tickets are \$8 general, \$6 for seniors and students, and are available from choir members or from the Department of Music.

NSERC workshop

The office of the vice-president, research, is offering a workshop for faculty who wish to make applications to the Natural Sciences and Engineering Research Council. Participants will receive tips on how to improve their applications. The workshop runs from 1:30 to 4:30 p.m. in Room 103 of the University Centre.

Youth conference

The Youth Conference on International Development is Aug. 19 to 24 at Maple Lake, Parry Sound. Cost is \$150, and the deadline for applications is July 13. For more information, call International Education Services at Ext. 6915.

Volunteers needed

Homewood Health Centre is seeking volunteers for service and sales positions in the hospital's coffee and gift shops, for escorting patients and visitors, for feeding geriatric patients and for the horticulture therapy program. For more information, call 824-1010, Ext. 188.

Rhodes Scholarships

Applications are now being sought for the 11 Rhodes Scholarships open to Canadians. The scholarships, tenable at the University of Oxford, are valued at £12,000 a year and are awarded for two years with the possibility of a third year. The deadline for applications is Oct. 26. For more information, call the awards section of the Registrar's Office at Ext. 8715.

Help out at the BBQ

The planning committee for the children's program of this year's community barbecue is looking for volunteers. Call Sue Smith in UC Programming at Ext. 2896.

Old tractors

The Ontario Agricultural Museum is holding the Great Canadian Antique Tractor Field Days July 21 and 22 in Milton. For more information, call 416-878-8151.

For information about placing a notice in "Briefly," call Ext. 2592.

Coming events

WEDNESDAY, June 27

Biochemistry Seminar - "The Lipid and Co-Enzyme A Requirements of African Trypanosomes," Anne Griffith, 12:10 p.m., MacNaughton 222.

Cycling Club - Rockwood (novice/swim ride), 27 km, 5 p.m., meet at UC south doors.

Arboretum - Wednesday Evening Excursion, "The Curiosities of Color," 7 p.m., Arboretum Nature Centre.

THURSDAY, June 28

Worship - Roman Catholic Mass, 12:10 p.m., UC 533.

Public Forum - "What Will Become of the Soviet Union?" Elina Zavgorodnaya and Aleksey Alyoshin, 7 to 10 p.m., UC 442.

SUNDAY, July 1

Cycling Club - Cambridge Loop (swim ride), 50 km, 10 a.m., meet at UC south doors.

Arboretum - Sunday Afternoon Walk, "Swampwalk," 2 p.m., Arboretum Nature Centre.

MONDAY, July 2

Schedule of Dates - Canada Day Holiday — no classes scheduled except session courses.

Cycling Club - Backroad Ramble, 25 to 32 km, 5 p.m., meet at UC south doors.

TUESDAY, July 3

Games Club - Chess, 7 p.m. to midnight, UC 334.

WEDNESDAY, July 4

Cycling Club - Maryhill (novice ride), 43 km, 5 p.m., meet at UC south doors.

Arboretum - Wednesday Evening Excursion, "Bees and Wasps," 7 p.m., Arboretum Nature Centre.

THURSDAY, July 5

Worship - Roman Catholic Mass, 12:10 p.m., UC 533.

Seminar - "Evolutionary Relationships Between Toro- and Coronaviruses," Marian

Horzinek, 11 a.m., Animal Science 141.

FRIDAY, July 6

Schedule of Dates - Course selection period ends for in-course students; last day to submit requests for academic consideration forms, second meeting.

Seminar - "Feline AIDS: An Animal Model," Marian Horzinek, 3 p.m., Pathology 2152.

SUNDAY, July 8

Cycling Club - Everton (swim ride), 45 km, 10 a.m., meet at UC south doors.

Worship - Roman Catholic Mass, 10:10 a.m., UC 103.

Arboretum - Sunday Afternoon Walk, "Under the Log and in the Hole," 2 p.m., Arboretum Nature Centre.

MONDAY, July 9

Cycling Club - Backroad Ramble, 25 to 32 km, 5 p.m., meet at UC south doors.

TUESDAY, July 10

Outdoor Concert - Burcht Community Band, noon, Winegard Walk in front of MacKinnon building, free.

Arboretum - Tuesday Evening Tour/Talk, "A View from the Ivey Trail," Henry Kock, 7 p.m., Arboretum Nature Centre.

Games Club - Chess, 7 p.m. to midnight, UC 334.

WEDNESDAY, July 11

Biochemistry Seminar - "Molecular Analysis of Forward and Reverse Mutations Induced by Dichlorobenzidine and Other Aromatic Amines," Panadda Kosakarn, 12:10 p.m., Chemistry and Microbiology 370.

Workshop - NSERC Grant Applications, 1:30 to 3:30 p.m., UC 103.

Cycling Club - Hespeler (novice ride), 32 km, 5 p.m., meet at UC south doors.

Arboretum - Wednesday Evening Excursion, "Decay and Regeneration," 7 p.m., Arboretum Nature Centre.

Concert - "Mass in G," U of G Summer

Chorale, 7:30 p.m., Harcourt Memorial United Church, \$6 to \$8, available at Department of Music office.

THURSDAY, July 12

Worship - Roman Catholic Mass, 12:10 p.m., UC 533.

Community Barbecue - Dinner, 5:30 to 7 p.m., Branion Plaza.

SATURDAY, July 14

Cycling Club - Stratford Weekend, 130 km, leave 8:30 a.m., meet at UC south doors.

SUNDAY, July 15

Worship - Roman Catholic Mass, 10:10 a.m., UC 103.

Arboretum - Sunday Afternoon Walk, "Monarch Butterflies," 2 p.m., Arboretum Nature Centre.

MONDAY, July 16

Cycling Club - Backroad Ramble, 25 to 32 km, 5 p.m., meet at UC south doors.

TUESDAY, July 17

Games Club - Chess, 7 p.m. to midnight, UC 334.

Arboretum - Gosling Wildlife Gardens Program, "Prairies and Meadows," 7 p.m., Arboretum Nature Centre.

WEDNESDAY, July 18

Biochemistry Seminar - "Procyclus and Their Surfaces," Lucy Mutharia, 12:10 p.m., MacNaughton 222.

Cycling Club - Puslinch Lake (swim ride), 48 km, 5 p.m., meet at UC south doors.

Arboretum - Wednesday Evening Excursion, "Hedgerows and Wildlife Corridors," 7 p.m., Arboretum Nature Centre.

THURSDAY, July 19

Worship - Roman Catholic Mass, 12:10 p.m., UC 533.

For information about placing a notice in "Coming Events," call Ext. 2592.

Our people

A wine and cheese reception will be held July 5 for **Keith Atwick**, associate registrar, admissions, who is leaving the University July 5 to take a position as registrar at Ryerson Polytechnical Institute. The reception is from 4 to 6 p.m. in the **Faculty Club on Level 5** of the University Centre. Cost is \$10. RSVP by July 2 to Margaret Hebbis at Ext. 6058. □

Publications

An article by Prof. Roger Smook, Philosophy, on "Logical and Extralogical Constants" appeared in *Informal Logic*, Vol. 10, No. 3.

Introduction to Management in the Hospitality Industry, a text written by Prof. Tom Powers, HAFSA, has been published in an English-language edition in Singapore and is being translated into Spanish and Japanese.

Oxford University Press has published a text called *Principles of Nutritional Assessment* by Prof. Rosalind Gibson, Family Studies.

A third edition of *Political Parties and Ideologies in Canada*, written by Prof. Bill Christian, Political Studies, and Colin Campbell, has been published by McGraw-Hill/Ryerson.

An article by Prof. Stan Blecher, Human Biology, and Joachim Kapalanga has been published in *Development*, Vol. 108. The article describes the authors' research into the effect of the X-linked gene tabby on eyelid opening and incisor eruption in neonatal mice.

Prof. Frans Schryer, Sociology and Anthropology, has had a book published by Princeton University Press on *Ethnicity and Class Conflict in Rural Mexico*.

An article by Prof. Susan Lollis, Family Studies, on the "Effects of Maternal Behavior on Toddler Behavior During Separation" has been published in *Child Development*, Vol. 61.

An article written by Prof. Robert Brown, School of Landscape Architecture, and Prof. Terry Gillespie, Land Resource Science, has been published in the *Journal of Arboriculture*, Vol. 16, No. 6. The title of the article is "Estimating Radiation Received by a Person Under Different Species of Shade Trees." □

Personnel report

Appointments

Ric Jordan has changed employment from agricultural worker to grounds co-ordinator in The Arboretum.

Angie McLaughlin has been appointed job evaluation co-ordinator in the Personnel Department.

Christine Schisler of Elora has been appointed departmental co-ordinator for introductory teaching in the Department of Molecular Biology and Genetics, effective Sept. 4.

William Yasui of Harley has been appointed facilities planner in the Planning Department.

John Livernois of Edmonton has been appointed associate professor in the Department of Economics.

Warren Piers of Pasadena, Calif., has been appointed assistant professor in the Department of Chemistry and Biochemistry.

Loraleigh Keashly of Fredericton, N.B., has been appointed assistant professor in the Department of Psychology.

Cecilia Paine of Ottawa has been appointed associate professor in the School of Landscape Architecture.

Nathan Perkins of Madison, Wis., has been appointed assistant professor in the School of Landscape Architecture.

G.G. van Beers of France has been named an adjunct professor in the Department of Economics for a three-year term.

Brenda Coomber of London has been appointed assistant professor in the Department of Biomedical Sciences.

Louise Ruhnke, Robert Hampson, Murray Hazlett, Brent Hoff, Philip Lautenslager, Grant Maxie, Nigel Palmer, Gary Thomson, Tony van Dreumel, Ronald Wilson and Gwen Zellen of OMAF's veterinary laboratory services in Guelph have been appointed or reappointed adjunct professors in the Department of Pathology for three-year terms.

G.J. Crawshaw and K.G. Mehren of the Metropolitan Toronto Zoo have been reappointed adjunct professors in the Department of Pathology for a further three years.

Job opportunities

As of *At Guelph* deadline June 22, the following opportunities were available:

Business Manager, Real Estate Division; initial three-year contractually limited appointment. Salary commensurate with qualifications and experience.

Audio-Visual Technician, Dean's Office, FACS; temporary full-time to December 1990. Normal hiring range (1090/91 rates): \$424.67 to \$458.12 per week.

The following positions were available to on-campus employees only:

Computer Graphics Designer, Instructional Support Group, Teaching Support Services. Salary range (1990/91 rates): \$493.73 minimum; \$66.81 job rate (level 5); \$696.73 maximum.

Secretary I, Creative Services, External Relations. Salary range (1990/91 rates): \$342.33 minimum; \$393.25 job rate (level 5); \$467.26 maximum.

Print-Making Technician, Department of Fine Art. Salary range (1990/91 rates): \$493.73 minimum; \$566.81 job rate (level 5); \$696.73 maximum.

It is the University's policy to give prior consideration to on-campus applicants.

Graduate news

The final examination of Carla Taylor, Nutritional Sciences, a candidate for the doctor of philosophy degree, is July 10 at 8:30 a.m. in Room 336 of the Animal Science and Nutrition building. The thesis is "Effect of Dietary Zinc or Copper Deficiency and Hyperoxia on Oxygen-Free Radical-Induced Damage in Rat Lung." Taylor's supervisor is Prof. Tammy Bray. Interested members of the University community are invited to attend. □

Personals

For Sale:

Ice cream, many flavors, Room 025, Food Science building during working hours. Beginner's sailboard, Bic 250, car top sailboat, mirror dinghy, 824-9708. Brass picture frames, 5" x 7", 821-5502. Pocket novels, mostly new Harlequins, some westerns, Ext. 4531 or 822-8342. 1987 Plymouth Horizon, 26,000 km, 822-8175. Honda Passport motorcycle, 821-0246. Three-bedroom older home, oak floors, fenced-in garden with lily pond. Exhibition Park area, 836-8203. 1980 Oldsmobile Omega, two men's 10-speed racing bikes, 1-334-3591. B&W 12-inch TV, baby carrier, 823-8373 after 5 p.m. Freezer, with lock, light and dividers, Ext. 3235 or 839-0055. CCM exercise bicycle, 821-2613 after 6 p.m. 1983 Dodge Aries, 2.2L, 87,000 km, Ext. 8367 or 824-0817 after 5 p.m. Double-sized pull-out couch, gold, beige and tangerine; men's golf shoes, size 9; men's heavy work boots, size 11; men's blue bib overalls, size 42, new, 822-3129. Harvest Hills collie pups, sable and tri-color, CKC-registered with shots, ready to go, 843-4558.

Wanted:

Furnished house, apartment or townhouse for visiting professor and family, minimum three bedrooms, close to University preferred, required July 1 to Dec. 31, Bob, Ext. 3650 or 836-3560. Small house or rooms for visiting researcher, Aug. 1 to Oct. 31, near University preferred, Yoshi, Ext. 3696 or 823-8195. Ride to U of G from the Shand Dam area on Fergus-Orangeville Road, arriving 8 a.m. and leaving 4:30 to 5 p.m., Ext. 4304 or 843-6709. Furnished accommodation for visiting scientist, wife and infant, beginning September, any length of time up to one year considered, Ext. 2719 or 8387 or 836-6108. Apartment or house to housesit, Aug. 31 to April 30 or Aug. 31, 1991, for professor returning from sabbatical, Carol, Ext. 6437. Summer work for 15-year-old boy, Ext. 4025 before 2 p.m. or 824-2426. "Hot Wheels" track or similar, Pat, Ext. 6463 or 763-3131.

For Rent:

Three-bedroom bungalow, separate dining room, hardwood floors, finished recreation room with fireplace, on quiet street near all amenities, no pets, mature adults preferred, Sandra, Ext. 3737, or Ed, 836-7444 after 6 p.m. Apartment in older home, private entrance, suits two quiet, mature individuals, \$600 a month plus one-quarter utilities; private room and shared living space in house with two cats and a six-year-old child, \$275 a month plus one-quarter utilities, leave weekend number at 821-3661 or call Kathy evenings at 416-466-9285. Three-bedroom furnished house, renovated, 2 1/2 baths, family room, living room and study, old University area, available Aug. 15 to July 1, 1991, \$1,200 a month plus utilities, 822-2424. Two-bedroom apartment to share, furnished or not, parking, security entrance, close to shopping centre, prefer non-smoker, Ext. 3659 or 763-9147. Large four-bedroom apartment in house, appliances, parking, downtown location, no pets, available immediately, \$725 a month, 824-1773 evenings. Furnished basement apartment, available immediately, \$500 a month plus half utilities, Joan, Ext. 3082. Three-bedroom lakefront cottage near Amberley, available for three weeks in July, 742-3483 after 5 p.m. Large one-bedroom furnished apartment, no pets, non-smokers, in University area, available Dec. 1, \$500 a month including utilities, 821-1792. Two-bedroom raised bungalow on quiet cul-de-sac, two bathrooms, heated in-ground pool, eight-month lease preferred, available Sept. 1, 836-0329. Three-bedroom furnished stone house in old University area, two fireplaces, private yard, five appliances, prefer non-smoking family without pets, available Aug. 1, 1990, to Sept. 1, 1991, \$1,200 a month plus utilities, Ext. 3235 or 837-0055. Compact two-bedroom partly furnished apartment, loft, parking, situated above store in downtown Guelph, \$750 a month plus utilities, 836-3359.

Direct any inquiries about "Personals" to Ext. 6579.

LASER PRINTER? SAVE MONEY!

• Advanced Process brings you the
Long-Life Recharged Cartridge •

- Includes Replacement Felt w/exchange
- Up to 50% more printing & up to seven or more recharges on each cartridge!
- 100% Guaranteed

For these copiers or printers:

• Canon • Hewlett-Packard LaserJet • Apple LaserWriter • Corona • QMS • and others...

Pricing Level

Quantity received monthly	1-9	10-19	20 +
Customer Cost	\$75.00	\$68.00	\$63.00

The above rates will be determined by the quantity received at our facility for the preceding month. An invoice will be sent to your department after the first of each month.

Here is what we do: Disassemble cartridge, clean it thoroughly and lubricate, reset Corona and refill with new toner. Assembled under factory-like conditions.

KRAHNE'S LASER PRINTER SERVICE Call 416-386-6594

Free pickup and delivery every Monday!

Clip and save

Clip and save

• **COUPON** •
\$10 off your first order
Any toner cartridge Recharge

KRAHNE'S Laser Printer Service
Remanufacturing Laser Toner Cartridges
R.R. #3 Wellandport, Ont. L0R 2J0

416-386-6594



Create Art with Nature's Finest Elements

Environmentally
Responsible,
No Animal-Testing,
Please Recycle

AVEDA

ROYAL CUTS HAIR CARE CENTRE

University of Guelph
University Centre

Open six days a week and Thursday nights.
No appointment necessary.

Off Campus, 767-5030. On Campus, Ext. 5030.