

UBC FACULTY ASSOCIATION

ANNUAL REPORT 2006-2007



The Faculty Association of the University of British Columbia
112-1924 West Mall, Vancouver, BC V6T 1Z2 | T: 604.822.3883 F: 604.222.0174
SSC-005 3333 University Way, Kelowna, BC V1V 1V7 | T: 250.807.9240 F: 250.491.1210
E: faculty@interchange.ubc.ca W: www.facultyassociation.ubc.ca

Agenda & Table of Contents

UBCFA Annual General Meeting

Thursday, April 5, 2007 @ 12:30pm

IT Services / Telestudios, Room 0112 (2329 West Mall), Vancouver, BC & SCI 331, Kelowna, BC

	Page
1 2006 Annual General Meeting Minutes _____	4
2 Treasurer's Report _____	5
3 2007 Budget _____	6
4 Report of the Okanagan Faculty Committee _____	7
5 Report of the Personnel Services Committee _____	8
6 Report of the Salaries & Economics Benefits Committee _____	8
7 Report of the Senior Appointments Committee _____	9
8 Report of the Sessional Faculty Committee _____	10
9 Report of the Status of Women Committee _____	10
10 President's Report _____	11

**For a copy of the UBC Faculty Association Annual Report including the Auditor's Report, please contact the UBCFA Office.*

2006 Annual General Meeting Minutes

Thursday, April 6, 2006, 12:00pm
IT Services/ Telestudios, Room 0112, Vancouver, BC & SCI 331, Kelowna, BC

Elliott Burnell called the meeting to order at 12:00 p.m.

1. Approval of Agendalt was MOVED by C. Menzies, SECONDED by M. Adamson that the Agenda be adopted. CARRIED
2. Approval of Minutes of 7 April 2005 AGM
It was MOVED by K. Needham, SECONDED from the floor that the Minutes of the meeting of 7 April 2005 be adopted. CARRIED
3. WUSC donation
John Conway (History), appearing as a WUSC committee representative, extended to all Faculty Association members "... our WUSC] great appreciation and thanks for support over these many years ..." Also, J. Conway noted that if any member has books for donation that will be distributed to poor parts of the world, please get in touch with WUSC.
4. Treasurer' Report (E. Hodgson)
It was MOVED by E. Hodgson, SECONDED by N. Wieland that the Treasurer's Report for the year ending 31 December 2005 be adopted. CARRIED
It was MOVED by E. Hodgson, SECONDED by K. Needham that the proposed budget for year 1 January - 31 - December 2006 be adopted. CARRIED
5. Report of the Okanagan Faculty Committee (J. Johnson)
It was MOVED by J. Johnson, SECONDED by M. Pidwirny that the report of the Okanagan Faculty Committee be adopted. CARRIED
6. Report of the Personnel Services Committee (R. Sullivan)
It was MOVED by R. Sullivan, SECONDED by M. Adamson that the report of the Personnel Services Committee be adopted. CARRIED
7. Report of the Salaries & Economic Benefits Committee (E. Burnell and B. Peterson)
It was MOVED by B. Peterson, SECONDED by R. Sullivan that the report of the SEBC for the year ending 31 December 2005 be adopted. CARRIED
8. Report of the Faculty Association representative on the Senior Appointments Committee (SAC) (M. Adamson)
It was MOVED by M. Adamson, SECONDED by N. Langton that the report of the SAC Faculty Association representative be adopted. CARRIED
M. Adamson encouraged members to check the UBC website re the guidelines for promotion and tenure. In answer to a question from the floor, M. Adamson noted that information re comparing SAC decisions with the President's decisions on cases is not released. SAC is an advisory committee to the President.
9. Report of the Sessional Faculty Committee (P. Ganzenmueller)
It was MOVED by P. Ganzenmueller, SECONDED by C. Menzies that the report of the Sessional Faculty Committee be adopted. CARRIED
10. Report of the Status of Women Committee
Nothing to report.
11. President's Report
It was MOVED by E. Burnell, SECONDED by R. Sullivan that the President's Report be adopted as circulated. CARRIED
E. Burnell noted it had been a pleasure and honour to work with the Executive Committee and staff members for the past two years.
12. Other Business
 - (a) Report on new four-year Collective Agreement: B. Peterson reported on four-year Collective Agreement for the period beginning 1 July 2006.
 - (b) Question and answer period: Questions from the floor.
 - (c) Standing Committees - Notice of Motion: C. Menzies gave notice of motion for Fall General Meeting October 2006: THAT the Chairs of all Faculty Association standing committees be elected. (Noted that adoption of this motion at the FGM would necessitate a change to the Constitution and By-Laws.)

13. Adjournment . The meeting adjourned at 1:40 p.m.

Treasurer's Report

The audited statement of accounts for 2006 is attached to this report, together with the budget proposed by the executive for 2007.

Financial Statements 2006

Our revenues were slightly higher than what we anticipated when we presented the budget at the 2006 AGM. Two factors were responsible for this: greater revenue from membership dues than projected and a \$100,000 cheque from CAUT to help defray the legal expenses of several UBCFA cases. We finished the year with a surplus of \$26,946. We also did not have to draw down from our reserves during 2006.

Proposed Budget 2007

As in previous years, we remain committed to delivering a high level of service to our members. The Association continues to face the challenge of integrating services for our members at UBCO at a time when the university's financial contribution to this endeavour declines. Nevertheless, the proposed budget ensures that members at UBCO have an appropriate level of member services. In preparing this budget, we looked carefully to find places where we could reduce our expenses to make up for some of the expected dues shortfall. Nevertheless the proposed budget includes a projected deficit of \$44,341. Half of this amount is accounted for by an expectation of reduced dues because of the hiring "chill" currently in place due to overall budget shortfalls at the university.

Our legal bills have increased in recent years due to important cases on intellectual property, tenure and promotion in which we've defended members. Because of the many different issues that face members of the association, our legal fees are not predictable from year to year. We have allocated \$200,000 in legal fees in the proposed budget to cover our legal expenses for 2007. Should our legal fees be greater than that, the remainder would come from our Legal Defense Fund. We believe that this fund, together with our General Operating Reserves fund, should have a reserve of about one year's operating expenses to ensure that we can respond quickly and decisively to represent members in important challenges to academic freedom.

Five-Year Planning

The UBC FA strives toward a three-year zero-deficit operating budget as our standard. While the executive has agreed to a three-year grace-period while we integrate our members from UBCO (this will be the second year of the grace-period), we are cognizant that next year's budget will need to consider the impact of having a deficit budget this year. We will also continue to monitor the balance in our reserves over the next few years to determine whether an increase in dues is needed.

Respectfully Submitted,
Nancy Langton, Treasurer

2007 Budget

	BUDGET	2006 AUDITED	budget +/-	2007 PROPOSED	
REVENUE					
Membership dues	\$1,348,000.00	\$1,430,762.00	\$82,762.00	\$1,408,000.00	1
Investment interest/earnings	\$49,000.00	\$48,738.00	\$(262.00)	\$48,000.00	2
Bank interest	\$250.00	\$345.00	\$95.00	\$250.00	3
Refund from CAUT	\$50,000.00	\$100,000.00	\$50,000.00		4
Start up funds from UBC	\$10,000.00	\$10,000.00	\$-	\$5,000.00	5
TOTAL REVENUE	\$1,457,250.00	\$1,589,845.00	\$132,595.00	\$1,461,250.00	6
EXPENSES					
CAUT Dues	\$298,000.00	\$318,939.00	\$20,939.00	\$323,000.00	7
CUFA/BC Dues	\$140,000.00	\$135,648.00	\$(4,352.00)	\$142,000.00	8
Release Time	\$65,000.00	\$64,854.00	\$(146.00)	\$61,855.00	9
Staff Salaries	\$421,000.00	\$447,318.00	\$26,318.00	\$463,700.00	10
Benefits/UIC/PPP/WCB/EFAP	\$82,100.00	\$77,734.00	\$(4,366.00)	\$85,000.00	11
Hourly (temporary) staff	\$4,700.00	\$2,520.00	\$(2,180.00)	\$3,000.00	12
Professional Development	\$17,000.00	\$13,325.00	\$(3,675.00)	\$11,000.00	13
Professional/Legal Fees	\$185,000.00	\$276,977.00	\$91,977.00	\$200,000.00	14
Seminars	\$9,800.00	\$3,614.00	\$(6,186.00)	\$5,000.00	15
Special Events	\$23,600.00	\$24,974.00	\$1,374.00	\$23,000.00	16
Newsletters/Reports	\$27,000.00	\$31,763.00	\$4,763.00	\$27,000.00	17
Conference Fees	\$5,200.00	\$1,231.00	\$(3,969.00)	\$1,500.00	18
Travel	\$55,000.00	\$63,262.00	\$8,262.00	\$60,000.00	19
Rental Expense	\$22,536.00	\$22,535.00	\$(1.00)	\$22,536.00	20
Office Supplies & Expenses	\$17,500.00	\$17,591.00	\$91.00	\$16,500.00	21
Equip Rental & Maintenance	\$8,500.00	\$4,524.00	\$(3,976.00)	\$5,000.00	22
Computing Charges (UBC)	\$3,000.00	\$2,191.00	\$(809.00)	\$3,000.00	23
Telephone & Fax	\$9,800.00	\$11,330.00	\$1,530.00	\$11,000.00	24
Entertainment	\$3,000.00	\$2,847.00	\$(153.00)	\$3,000.00	25
Insurance	\$2,500.00	\$2,346.00	\$(154.00)	\$2,500.00	26
Donations	\$20,000.00	\$15,000.00	\$(5,000.00)	\$15,000.00	27
Auditors' Fees	\$4,708.00	\$5,038.00	\$330.00	\$5,000.00	28
Loss on disposal of equipment		\$1,150.00	\$1,150.00		29
Amortization Expense	\$16,000.00	\$16,188.00	\$188.00	\$16,000.00	30
total operating expenses	\$1,440,944.00	\$1,562,899.00	\$121,955.00	\$1,505,591.00	31
CAPITAL EXPENDITURES					
computers/leasehold	\$41,000.00	\$40,670.00		\$3,000.00	32
total all expenditures	\$1,481,944.00	\$1,603,569.00		\$1,508,591.00	33
SURPLUS (LOSS)	\$(24,694.00)	\$(13,724.00)		\$(47,341.00)	34
factor out capital expenditures	\$41,000.00	\$40,670.00		\$3,000.00	35
Surplus (Loss) per statements	\$16,306.00	\$26,946.00		\$(44,341.00)	36

Okanagan Faculty Committee

The role of the Okanagan Faculty Committee is to represent the interests of faculty at Okanagan within the Faculty Association. 2006-2007 was the first full year of existence for the committee.

Over the past year the table officers have been heavily involved in attempting to ensure that departmental procedures pertaining to evaluation, merit, workload assignment, study leave requests, and so on, are collegial, transparent and accountable. We have had some successes in this area, but there is still a long way to go. Teaching loads remain far too high in general. Some individual faculty members have been given teaching loads which are so onerous that they appear to be a deliberate attempt to prevent the faculty from getting any research done. Merit and PSA decisions were controversial last year. In some departments no merit at all was awarded. At this stage it's not clear that the process will work better this year. We still receive, almost weekly, complaints about Deans' interference in departmental affairs.

Despite these continuing problems, labour relations are definitely improving, largely as a result of the arrival of new Deputy Vice-Chancellor, Doug Ogram, and a new Associate VP (Academic) Alaa Abd-El-Aziz. Whether this Prague Spring will last or not is yet to be seen, but thus far the improvement in labour relations has been noticeable.

The officers of the OFC, along with Membership Services Officers from Vancouver, have also been heavily involved in dealing with a large number of individual member complaints. We dealt with two different issues pertaining to student complaints. One case involved complaints about cancelled classes that had some merit, but was very poorly handled by the Dean's office in the Barber School of Arts and Science. The other case involved a completely spurious complaint of discrimination. This case was well handled by the Dean's office in the Faculty of Creative and Cultural Studies. Both cases were solved to our satisfaction without the need for formal grievances. We are also dealing with a large number of other complaints, some of which are at the formal grievance stage, and some of which are at the pre-grievance stages. A number of lingering grievances have just recently been resolved prior to arbitration.

A number of serious problems and issues are still being worked on. They include a) pay inequity between Okanagan and Vancouver, b) two faculty members who accepted retroactive layoff and who have yet to be paid the severance they are owed, c) UBC's despicable desire to maintain its mandatory retirement policy as long as possible, and d) unacceptably long delays in tenure and promotion decisions.

Respectfully Submitted,
Jim Johnson, Chair

Personnel Services Committee

Members: George Brandak, Anne Dewar, Alex Mackay, Michael Pidwirny, Angelika, Struch, Tom Sork, Mark Vessey
Staff: Michelle Bogdan, Brian Green, Rosanne Hood, Susan Palmer

Richard Sullivan was the chair of the committee until he took his sabbatical leave at the end of 2006. I was appointed as the interim chair of the committee to ensure there was a smooth transition until the next chair is elected at the upcoming Annual General Meeting. The committee is composed of individuals from various disciplines and ranks to assist members of the Association across faculties, units and schools at both UBCO and UBCV. The committee works to prevent and to resolve problems and conflicts that arise between Association members and UBC. These problems may include matters related to promotion and tenure, violations of the Collective Agreement, accommodation of illness and physical limitations, workload, health and wellness matters. In addition, the committee also provides collegial mentorship and consultation.

Over the past year, the committee has had 24 to 34 cases each month. In some, the problems were resolved in a relatively short period of time. However, the majority of cases require extensive correspondence and communication with both members and the university administration, particularly where the matter is sent to formal arbitration for resolution. In addition to these formal issues, the PSC and staff address innumerable questions and concerns more informally, on matters ranging from technical errors in salary and benefits calculations to interpersonal disputes among Association members.

In summary, the staff and volunteer membership continue to work hard through consultation and mentorship as well grievance and arbitration processes to help members avoid and resolve problems and conflicts that they encounter in their university life. The committee welcomes any interested volunteers that would like to serve on the Personnel Services Committee.

I would like to thank all those who have served on the PSC over the past year, and particularly past Chair Richard Sullivan for his leadership, dedication and service.

Respectfully Submitted,
Kenny Kwok, Chair

Salaries & Economic Benefits Committee

The UBC Faculty Association and University reached a settlement on a four-year Collective Agreement covering 2006-2010 on March 31, 2006. With the completion of bargaining, the Salaries and Economic Benefits Committee did not meet during the 2006-2007 academic year. The new executive was responsible for the detailed work required for the implementation of the new agreement.

The executive is currently reviewing the mandates and work of all standing committees, including the Salary & Economic Benefits Committee. Over the past decade, as the scope of bargaining has changed so too has the role of this committee. Does the name of the committee reflect the Association's expanded bargaining authority? Does the current committee structure best serve the needs of the new bargaining environment? What is the relationship between SEBC and the Bargaining Planning Coordination Team and the Negotiating Team and how can this be improved? Any recommendations arising from this review that require constitutional amendments will be discussed and voted on by all members of the Association.

Respectfully Submitted,
Brenda Peterson, Chair

Senior Appointments Committee

The Senior Appointments Committee (SAC) advises the president on all senior appointments: initial appointments at, or promotions to, the rank of Associate Professor or Professor, or concerning tenure decisions including Senior Instructors. The committee consists of 20 members, whose names and departments of origin can be found, along with the Guide to Promotion and Tenure, at the Human Resources Website, www.hr.ubc.ca/faculty_relations/tenure/faculty.html. Below are results of cases spanning the period of July 2005 through 2006.

July 2, 2006
(including new appointments)

PROFESSOR							
		HEAD		DEAN		PRES	
		POS	NEG	POS	NEG	POS	NEG
Male		36	0	35	1	36	0
Female		22	0	20	2	22	0
Total		58	0	55	3	58	0

ASSOCIATE PROFESSOR							
		HEAD		DEAN		PRES	
		POS	NEG	POS	NEG	POS	NEG
Male		49	2	52	3	52	3
Female		27	1	29	1	29	1
Total		76	3	81	4	81	4

SENIOR INSTRUCTOR							
		HEAD		DEAN		PRES	
		POS	NEG	POS	NEG	POS	NEG
Male		4	0	4	0	4	0
Female		4	0	5	0	5	0
Total		8	0	9	0	9	0

TENURE							
		HEAD		DEAN		PRES	
		POS	NEG	POS	NEG	POS	NEG
Male		68	2	74	2	74	2
Female		36	0	37	0	37	0
Total		104	2	111	2	111	2

Discrepancies in the totals are due to the "Head" not being applicable for certain cases, and for joint appointments where more than one Dean and Head votes.

Respectfully Submitted,
Martin Adamson, Faculty Association Representative

Sessional Faculty Committee

With over 630 sessional academics or about 20% of all faculty at UBCV and UBCO to represent, the Sessional Faculty Committee (SFC) has had another very busy year. Our work includes representation in employment rights, salaries and benefits, as well as providing information and advice on individual work issues. Also this year, our activities have taken us beyond the local to the provincial, national and international levels.

Our members are our first priority and we keep in touch with you through newsletter communications and broadcast emails to update you on current issues and inform you about our ongoing work. In addition, we have maintained our monthly get-togethers as an alternative way of providing you with a regular forum for networking and exchange. We support you daily in job-related matters such as answering questions, advising on rights, facilitating complaints and following up on grievances.

On a local, provincial and national plane, we collaborate with partner organizations on sessional policy work. Examples are letters of support sent to faculty associations of BC universities and other provinces, and ties to organizations such as the Confederation of University Faculty Associations of BC (CUFA/BC), other unions and labour activists. In addition, the Chair of the Sessional Faculty Committee continues to serve on the Contract Academic Staff Committee of the Canadian Association of University Teachers (CAUT). This committee has just finished organizing its upcoming Contract Academic Staff Conference, whose objective is to educate faculty associations nationwide on ongoing sessional issues.

Nationally and internationally, our initiatives were equally collaborative and diverse. COCAL VII, a conference in planning for over two years by the UBC Faculty Association and partner organizations, took place in August of 2006. This Conference on Contingent Academic Labour showcased highly relevant topics such as the casualization and globalization of labour and turned out to be a tremendous success. Later that year, September and part of October were spent preparing Fair Employment Week, as we again joined with Faculty Associations all over North America for a week of coordinated actions designed to endorse occupational fairness. Here at UBC, we launched a poster campaign, sent a letter to the Administration asking it to adopt a ten-point charter, and held a special get-together and our traditional "Meet and Greet." Also this year, the Ubyessey campus paper published an article on our campaign and on employment inequities that still persist.

At its regular meetings, the SFC has recently reviewed and extensively updated a sessional handbook on employment rights, instructional resources and general information to be sent to all sessional faculty at UBC. We are also engaging in a major update of our listserv. Our latest project concerns sessional salary levels across UBC along with an exploration of workload.

The SFC is fortunate to be able to draw on a strong team of very capable and experienced members from a range of professional backgrounds and academic fields. I would like to thank my outstanding colleagues for their continuous hard work and unwavering commitment: Alison Acheson (Creative Writing), Alexandra Henriques (French, Hispanic and Italian Studies), Huimin Lin (Asian Studies), Karen Needham (Zoology), Julia Nolan (Music), Erika Paterson (English), Mike Schoen (Applied Science), Maria Weatherby (Education), Brian Green (UBC Faculty Association)

Special thanks go to the Executive and staff of the Faculty Association whose assistance is essential and much appreciated. Finally, I would like to thank you, our members, for your participation, feedback and support.

Respectfully Submitted,
Petra Ganzenmueller, Chair

Status of Women Committee

The Status of Women Committee has not met for the 2006-2007 year and is inactive due to a lack of a chair. The Faculty Association welcomes volunteers to sit on the committee.

President's Report

The ratification of a four-year Collective Agreement was certainly a great start to my term as President. Other major objectives for the year included implementing the new Collective Agreement, negotiating an agreement to end mandatory retirement, working with our new University President, Stephen Toope, strengthening our relationship with colleagues at UBC Okanagan and with elected representatives on the Board of Governors and Senate, and continuing the work of the Joint Committees with the University. Several unexpected issues that consumed considerable time and energy included the University's budget shortfalls, taxation issues related to the Income Replacement Plan, and the Labour Relations Board's ruling on the UBCO salary placement issue.

New Agreement

Working out the details of implementing the new Collective Agreement and finalizing the language changes negotiated in bargaining took most of the summer. The new print version of the contract should be distributed to all members this spring. Over the summer, we commenced work on the three Joint Committees continued from the previous Agreement plus the new Joint Consultation Committee, a permanent committee with a mandate to meet regularly to discuss ongoing labour relations issues.

Mandatory Retirement

No progress was made in ending mandatory retirement at UBC during 2006. The University had refused to discuss this issue during bargaining; however, both parties agreed to a process of facilitated discussions if we were unable to reach an agreement by December 31, 2006. The long-awaited report on the Premier's Council on Aging and Seniors' Issues headed by Dr. Patricia Baird was issued in November with a recommendation for the government to abolish mandatory retirement immediately. Shortly after, Premier Gordon Campbell announced that the BC government would introduce legislation in spring 2007 to ban mandatory retirement. The University and the Association entered into facilitated discussions in January 2007 and at time of writing the negotiations are stalled while waiting to see the details of the provincial legislation. The Association has called for an immediate moratorium on any further forced retirements and is examining all options to move the University towards this end.

Budget Deficits & Town Hall Meetings

The Association organized two town hall meetings in 2006 on the University's budget shortfalls. In June, the provost met with faculty over the cuts to academic budgets last year. At our town hall meeting in November, UBC President Stephen Toope announced that the deficit was \$28 million (now \$36 million). We have pressed for a participatory and transparent budget process, as these difficult decisions need substantial faculty input. The Association will carefully monitor the budget and continue our efforts to keep members involved in decision-making.

UBC Okanagan

Colleagues at UBCO joined the Faculty Association in 2005. The Constitution has been amended to ensure their full participation and representation. We work closely with the Okanagan Committee and have met with the New Deputy Vice Chancellor Doug Oworm. We provided significant support to UBCO members last spring with the Labour Relations Board's ruling on UBCO salaries. The Association has also sponsored a series of workshops to assist UBCO faculty.

Networking with Elected Representatives on BOG & Senate

One of my goals as President was to improve communication with other elected representatives on campus and to offer a regular forum for discussion of important issues. Starting in November, the Association is hosting monthly meetings of elected representatives from the Board of Governors, Senate, and the Executive Committee.

CAUT \$100,000 Donation to Assist with Legal Expenses

Over the past four years, the Faculty Association has been successfully defending several high-profile member cases on nationally significant issues, including academic freedom and intellectual property rights, the scope of bargaining authority, and the limits of presidential powers. The Association keeps winning and the University keeps appealing, resulting in extraordinary legal costs for us. Recognizing how important these cases are to faculty across the country, the CAUT Academic Freedom Fund donated \$100,000 to us for three of these major cases.

Income Replacement Plan

In July, the administration informed UBC employee groups that taxes had never been paid on the interest income for the Income Replacement Plan, commonly known as the Long-Term Disability Plan. We also learned that UBC had negotiated a secret deal to pay the Canada Revenue Agency about \$4 million to pay back taxes and interest. The employee groups had to wait months to receive all the relevant documentation from the administration to fully understand the origins of this massive oversight.

The Association wants to ensure the continued viability and stability of the plan. We are concerned about the ongoing governance of the plan. The Association and other UBC employee groups are reviewing how the Income Replacement Plan is governed and are considering hiring an outside consultant for an unbiased report on our options for administering the plan.

COCAL Conference held in Vancouver August 11-13, 2006

The Coalition of Contingent Academic Labour is a tri-national bi-annual conference held by a network of North American activists working to improve job security, wages, academic freedom and working conditions for contingent academics. UBC's Faculty Association, SFU's TSSU, and FPSE co-organized this very successful conference, with delegates from all over North America.

Other UBCFA Activities

- ♦ In May, the Association honoured retiring colleagues at our retirees' luncheon hosted by the Association and University Presidents.
- ♦ In June, the President attended a full-day meeting of the Premier's Council on Aging and Seniors' Issues.
- ♦ The Association participated in new faculty orientation.
- ♦ The Association organized Promotion and Tenure workshops at both campuses and participated in workshops sponsored by the University.
- ♦ The Association hosted a special fall reception to welcome the new Deputy Vice Chancellor at UBCO and held end-of-term celebrations for members at both campuses.
- ♦ We organized special panels on "teaching professors" and student evaluations at our general meetings.
- ♦ We've held our popular Financial Planning Lecture series at UBCV.
- ♦ The executive held a planning retreat in the fall.
- ♦ Executive and staff attended conferences of the Confederation of University Faculty Associations of BC (CUFA/BC), the Canadian Association of University Teachers (CAUT), and the Western Regional Conference.
- ♦ The Association also participated in special consultations with the Campus 2020: Thinking Ahead, a provincial initiative for long-term post-secondary planning.

Staff & Executive

The strength of the Association is a reflection of the outstanding staff and elected representatives working on the behalf of all members. I would like to personally thank all the staff: Rosanne Hood, Nancy Lovelace, Brian Green, Susan Palmer, Michelle Bogdan, and Ranjit Sundur for their dedicated service to the Association and for their strong support over the past year.

In particular, I would like to acknowledge the long service and work of Rosanne Hood, who left the Association at the beginning of the year after serving as the Executive Director and Chief Negotiator for the past seventeen years. With Rosanne's leadership, the Association has been transformed into a much larger, stronger, and more effective organization. She has successfully led the Association through many difficult negotiations and she is responsible for building and mentoring our exemplary staff. We thank Rosanne for her dedicated service and wish her all the best in her new endeavours.

We have three other farewells: Richard Sullivan, School of Social Work, first joined the executive in 2004 as Chair of the Salaries & Economic Benefits Committee and has chaired the Personnel Services Committee for the past three years. Thank you, Richard, for your exceptional work on behalf of the Association. Robert Hogg, from the Faculty of Medicine who served as Secretary of the Executive committee, left UBC in the fall for a position at SFU, and Ljiljana Biukovic, from the Faculty of Law, is completing her term as member at large. My thanks to Robert and Ljiljana for their participation on the executive.

Finally, I would like to thank my other colleagues on the executive with whom I worked so closely over the past year: Elizabeth Hodgson, Vice President; Nancy Langton, Treasurer; Charles Menzies, Secretary; Jim Johnson, Chair, Okanagan Faculty Committee; Kenny Kwok, Chair, Personnel Services Committee; Petra Ganzenmueller, Chair, Sessional Faculty Committee; and members at large: Martin Adamson, Barbara Lence, Stephen Petrina, Ken Reeder, and Lorraine Weir. It has been a privilege and a pleasure to work with such a great team. Thank you for all your efforts and support.

Respectfully Submitted,
Brenda Peterson, President