

UBC FACULTY ASSOCIATION

# ANNUAL REPORT 2007-2008

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# Agenda & Table of Contents

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UBCFA Annual General Meeting  
Thursday, April 3, 2008 @ 12:30pm  
IT Services / Telestudios, Room 0112 (2329 West Mall), Vancouver, BC & SCI 331, Kelowna, BC

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# 2007 Annual General Meeting Minutes

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Thursday, April 5, 2007, 12:30pm

ITServices/Telestudios, Rm 0112, 2329 West Mall, Vancouver, BC & SCI 331, Kelowna, BC

B. Peterson called the meeting to order at 12:30 p.m.

1. Approval of Agenda  
It was MOVED by C. Menzies, SECONDED by M. Adamson that the Agenda be adopted. CARRIED
2. Approval of Minutes of 6 April 2006 AGM  
It was MOVED by K. Kwok, SECONDED by K. Needham that the Minutes of the meeting of 6 April 2006 be adopted. CARRIED
3. Treasurer' Report (N. Langton)  
It was MOVED by M. Adamson, SECONDED by E. Hodgson that the Treasurer's Report for the year ending 31 December 2006 be adopted. CARRIED  
  
It was MOVED by K. Kwok, SECONDED by M. Adamson that the proposed budget for year 1 January - 31 December 2007 be adopted. CARRIED
4. Report of the Okanagan Faculty Committee (J. Johnson)  
It was MOVED by R. Dodds, SECONDED by E. Hodgson that the report of the Okanagan Faculty Committee be adopted. CARRIED
5. Report of the Personnel Services Committee (K. Kwok)  
It was MOVED by N. Langton, SECONDED by P. Ganzenmueller that the report of the Personnel Services Committee be adopted. CARRIED
6. Salaries & Economic Benefits Committee (B. Peterson)  
B. Peterson noted that, with the present 2006-2010 four-year agreement in place, this Committee has not been meeting and no formal report was presented.
7. Report of the Faculty Association representative on the Senior Appointments Committee (SAC) (M. Adamson)  
It was MOVED by D. Pratt, SECONDED by N. Langton that the report of the SAC Faculty Association representative be adopted. CARRIED
8. Report of the Sessional Faculty Committee (P. Ganzenmueller)  
It was MOVED by C. Menzies, SECONDED by K. Needham that the report of the Sessional Faculty Committee be adopted. CARRIED
9. Status of Women Committee  
B. Peterson noted that two people were running in the current election to serve as the Chair of this committee.
10. President's Report  
It was MOVED by E. Burnell, SECONDED by E. Hodgson that the President's Report be adopted as circulated. CARRIED  
  
B. Peterson noted that members should have received copy of guide by now and that salary information will be available on line. B. Peterson reported on the facilitated discussions re the abolition of mandatory retirement (hard copy distributed) and noted that regular updates will be sent to members. B. Peterson reported that the Faculty Association and its members had first heard last June of the University's projected deficit. The Faculty Association sponsored a town hall meeting to discuss this issue and is in the process of planning a second town hall meeting. B. Peterson noted that Rosanne Hood, who held the position of Executive Director, had taken early retirement and that the Faculty Association was conducting a search for a replacement.
11. Other Business  
B. Peterson noted that the electronic voting for the election of various 2007-08 Executive positions closes at the end of this meeting. B. Peterson thanked all people who had agreed to stand for election. Results will be sent to members as soon as possible.  
  
John Willinsky (Language and Literacy Education) gave a special presentation on "New Properties of Intellectual Work in Academic Settings".
12. Adjournment.  
The meeting adjourned at 1:50 pm

# Treasurer's Report

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The audited statement of accounts for 2007 is attached to this report, together with the budget proposed by the executive for 2008.

## **Financial Statements 2007**

Our revenues were about what we anticipated when we presented the budget at the 2007 AGM. We finished the year with a deficit of \$373,710, which is considerably greater than the deficit we were expecting when we proposed the budget. Two major factors contributed to this deficit.

First, our legal expenses were \$241,613 greater than the proposed budget. This sum includes a \$25,000 write off for money that CAUT had earlier pledged to us if we were successful in our request to the Supreme Court of Canada for leave to appeal a BC Court of Appeal decision interpreting our Framework Agreement language with the University. The Supreme Court of Canada denied the request for leave to appeal, and therefore, in keeping with generally accepted accounting standards, the decision was made to write off the pledged receivable in 2007. Second, we incurred a one-time expense of \$222,108 for an early retirement of a staff employee. When I presented the proposed budget last April, I noted that we were working through an early retirement settlement and that we did not have enough information to project the actual costs at that time. We have since paid out the employee, and while there has been an impact on our finances, these were one-time and we are able to cover those expenses from our reserves.

That our legal expenses were greater than budgeted was not unexpected. Because our legal fees are not predictable from year to year, we established a budget planning policy to allocate \$200,000 for legal fees in our proposed budget, and draw any remaining legal expenses from our Legal Defense Fund. This reserve fund is meant to help smooth out the year-to-year fluctuations in legal expenses. We remain hopeful that we can reduce our legal expenses somewhat over the next year. Most of the cases generating these large legal bills were initiated several years ago, and are now starting to wind down. We have been able to settle more of our cases without going to arbitration in the past year, which helps to keep our legal costs down. We hope that this trend will continue.

## **Proposed Budget 2008**

We are again proposing a deficit budget (with the projected deficit of \$41,640 to be taken out of our General Operating Reserves fund.) While we do not support a long-term strategy of expenses exceeding revenues, we are confronted with the reality that membership dues may not be high enough to support the high level of service that our members expect.

The proposed budget shows that we take managing within our means seriously. Many budget categories show a reduction in proposed expenses compared to last year (and in many instances, we had already reduced expenditures in 2007 compared to 2006.) So we have engaged in "belt tightening." However, there are several issues that impact our budget. The Association has faced several increases in mil rate for our CUFA/BC dues over the past ten years, and we have not passed these increases on to our members. Our legal expenses in support of our members are high. We decided to award some release time to the Status of Women position, as it has been difficult to find someone willing to serve in this role in recent years.

The Association also 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.

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# Treasurer's Report continued...

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We have drawn from our Legal Defense Fund and our General Operating Reserves fund in the past several years to cover our deficits. Together, these funds now stand at \$824,948, which is 54 percent of this year's proposed operating expenses. At the end of 2006, our reserves stood at \$1,285,362, equivalent to 85 percent of 2007's proposed operating expenses. Thus we are starting to significantly deplete reserve funds that were built up during the 1990s. We believe it is prudent to have reserve funds equivalent to about one year's operating expenses to ensure that we can respond quickly and decisively to represent members in important challenges to academic freedom. We are at a point where we need to rebuild our reserves, although our current revenues will not allow that to happen.

## **Five-Year Plan**

The UBC Faculty Association 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 third year of the grace-period), we are cognizant that we have to address the fact of repeated deficit budgets. During this next year the Executive will be actively considering whether the time for an increase in membership dues has arrived. We should note that UBC Faculty Association membership fees are among the lowest in the country.

If you have any questions about the budget, please do not hesitate to contact me.

Respectfully Submitted,  
Nancy Langton, Treasurer

# 2008 Budget

	BUDGET	2007 AUDITED	budget +/-	2008 PROPOSED	
REVENUE					
Membership dues	\$1,408,000.00	\$1,419,632.00	\$11,632.00	\$1,450,000.00	1
Investment interest/earnings	\$48,000.00	\$40,658.00	\$(7,342.00)	\$32,000.00	2
Bank interest	\$250.00	\$100.00	\$(150.00)	\$100.00	3
Start up funds from UBC	\$5,000.00	\$5,000.00	\$-		4
<b>TOTAL REVENUE</b>	<b>\$1,461,250.00</b>	<b>\$1,465,390.00</b>	<b>\$4,140.00</b>	<b>\$1,482,100.00</b>	<b>5</b>
EXPENSES					
CAUT Dues	\$323,000.00	\$332,370.00	\$9,370.00	\$345,000.00	7
CUFA/BC Dues	\$142,000.00	\$140,854.00	\$(1,146.00)	\$146,000.00	8
Release Time	\$61,855.00	\$62,555.00	\$700.00	\$76,800.00	9
Staff Salaries	\$463,700.00	\$371,829.00	\$(91,871.00)	\$448,000.00	10
Benefits/UIC/PPP/WCB/EFAP	\$85,000.00	\$65,631.00	\$(19,369.00)	\$87,400.00	11
Hourly (temporary) staff	\$3,000.00	\$1,660.00	\$(1,340.00)	\$2,000.00	12
Professional Development	\$11,000.00	\$9,793.00	\$(1,207.00)	\$11,000.00	13
Professional/Legal Fees	\$200,000.00	\$441,613.00	\$241,613.00	\$200,000.00	14
Seminars	\$5,000.00	\$3,649.00	\$(1,351.00)	\$4,000.00	15
Special Events	\$23,000.00	\$24,150.00	\$1,150.00	\$25,000.00	16
Newsletters/Reports	\$27,000.00	\$14,877.00	\$(12,123.00)	\$22,000.00	17
Conference Fees	\$1,500.00	\$3,115.00	\$1,615.00	\$3,500.00	18
Travel	\$60,000.00	\$47,239.00	\$(12,761.00)	\$55,000.00	19
Rental Expense	\$22,536.00	\$22,535.00	\$(1.00)	\$22,536.00	20
Office Supplies & Expenses	\$16,500.00	\$14,395.00	\$(2,105.00)	\$15,000.00	21
Equip Rental & Maintenance	\$5,000.00	\$4,504.00	\$(496.00)	\$4,504.00	22
Computing Charges (UBC)	\$3,000.00	\$1,625.00	\$(1,375.00)	\$2,500.00	23
Telephone & Fax	\$11,000.00	\$12,052.00	\$1,052.00	\$12,000.00	24
Entertainment	\$3,000.00	\$2,075.00	\$(925.00)	\$3,000.00	25
Insurance	\$2,500.00	\$2,263.00	\$(237.00)	\$2,500.00	26
Donations	\$15,000.00	\$13,750.00	\$(1,250.00)	\$15,000.00	27
Auditors' Fees	\$5,000.00	\$4,725.00	\$(275.00)	\$5,000.00	28
Loss on disposal of equipment			\$-		29
Amortization Expense	\$16,000.00	\$19,733.00	\$3,733.00	\$16,000.00	30
Extraordinary items			\$-		31
Early retirement buyout		\$192,705.00	\$192,705.00		32
Recruiting		\$29,403.00	\$29,403.00		33
<b>total operating expenses</b>	<b>\$1,505,591.00</b>	<b>\$1,839,100.00</b>	<b>\$333,509.00</b>	<b>\$1,523,740.00</b>	<b>34</b>
CAPITAL EXPENDITURES					
computers/leasehold/equipment	\$3,000.00	\$3,000.00	\$-	\$6,000.00	35
<b>total all expenditures</b>	<b>\$1,508,591.00</b>	<b>\$1,842,100.00</b>		<b>\$1,529,740.00</b>	<b>36</b>
<b>SURPLUS (LOSS)</b>	<b>\$(47,341.00)</b>	<b>\$(376,710.00)</b>		<b>\$(47,640.00)</b>	<b>37</b>
<b>factor out capital expenditures</b>	<b>\$3,000.00</b>	<b>\$3,000.00</b>		<b>\$6,000.00</b>	<b>38</b>
Surplus (Loss) per statements	\$(44,341.00)	\$(373,710.00)		\$(41,640.00)	39

# Okanagan Faculty Committee

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The role of the Okanagan Faculty Committee is to represent the interests of faculty at UBCO within the Faculty Association. 2007-2008 was the second full year of existence for the committee.

Over the past two years 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. Although senior management (Deputy Vice Chancellor Oworm and Provost Abd-El-Aziz) appear to agree with us on the need for collegial, transparent and accountable processes, very little actual improvement has been achieved. Merit and PSA processes are still problematic. A number of individual cases have arisen where the Merit and PSA decisions of the Deans did not reflect the recommendations of the department, and where those decisions appear to have been made in bad faith. Teaching loads have become a serious issue with several grievances in process. We still receive, almost weekly, complaints about the behaviour of certain Deans. Some of the behaviour complained of verges on personal harassment.

The arrival of Oworm and Abd-El-Aziz last year generated an improvement in labour relations from the previous regime. However their unwillingness or inability to solve serious problems that have adversely affected the working lives of many members has cast the future of labour relations at the institution in doubt. The OFC and the membership services officers have been working hard to make the relationship work, but at the moment, the future does not look bright.

Respectfully Submitted,  
Jim Johnson, Chair

# Personnel Services Committee

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Members: George Brandak, Anne Dewar, Laura Hooker, Alex Mackay, Michael Pidwirny, Tom Sork, Mark Vessey, Margaret Wright, Brenda Peterson (ex-officio)

Staff: Michelle Bogdan, Brian Green, Susan Palmer, Joël Pomerleau, Deena Rubuliak

The Personnel Services Committee (PSC) works to resolve complaints, problems and conflicts that arise between members of the Faculty Association and UBC. The committee also provides consultation and collegial mentorship to our membership. The PSC members are volunteers from various departments, units and ranks of both campuses of the university.

Over the past year, the committee has reviewed 23 to 34 files each month. The majority of cases require lengthy and extensive correspondence and communication with both members and the university administration. Therefore, resolutions may take several months or in certain cases extend over a year, in particular when issues have to be resolved through formal arbitration. Currently, active cases involve:

- Administrative protocols
- Conflict of interest
- Funding/Intellectual property
- Health accommodations
- Interpersonal relations
- Performance and equity
- Tenure/Promotion
- Appointment/Reappointment
- Disciplinary issues
- Grant-funded positions
- Human rights complaints
- Job postings
- Student disciplinary issues
- Workload inequities

In addition to these formal complaints, the PSC and staff also provide consultation and assist with informal settlements for Association members who have problems with their working conditions and interpersonal relationships. Besides personnel issues, the PSC also examines University Policies that may have an impact on the collective agreement and membership as a whole. Currently, the following Policies are under discussion:

- Course assignments after leaves
- Merit and PSA distribution
- Teaching evaluations (at arbitration)
- IRP/Return to work
- Retention criteria and process
- UBCO severance payments

In summary, staff and volunteer members of the PSC continue to serve the membership of the Faculty Association and work diligently to bring about resolutions to problems and conflicts through consultation, mentorship, and when needed grievances and arbitrations. The committee welcomes any interested volunteers that would like to serve on the PSC.

Finally, I would like to thank members of the PSC and staff for their dedication, time and service.

Respectfully Submitted,  
Kenny Kwok, Chair

# Salaries & Economic Benefits Committee

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The Salaries & Economic Benefits Committee did not meet during the 2007-2008 academic year. As described in more detail in the President's Report, a subcommittee of the executive undertook a complete review of the standing committees over the past year which included developing detailed terms of reference and recommendations for the following bylaw changes for the Salaries & Economic Benefits Committee:

- Re-naming of the Salaries & Economic Benefits Committee to the Bargaining Preparation Committee to recognize that bargaining has a much wider scope than in the past and to establish bargaining preparation as a core activity of the Association's work.
- Moving responsibility for chairing the committee to the Vice President to ensure continuity between bargaining preparation and collective bargaining itself. This change reflects the practice over the last four to five years in which the President and Vice President have performed the work of the Chair of the SEBC.

These proposed amendments to the Bylaws have been approved by the Executive Committee and will be presented to 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 on the Human Resources website, [www.hr.ubc.ca/faculty\\_relations/tenure/faculty.html](http://www.hr.ubc.ca/faculty_relations/tenure/faculty.html).

Below are results of cases spanning from the 2007 docket that were completed by February 11, 2008. Two cases from 2007 still remain to be finally adjudicated.

**July 1, 2007**

(NOT INCLUDING new appointments)

## PROFESSOR

	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	35	0	36	0	36	0
Female	15	0	17	0	16	1
<b>Total</b>	<b>50</b>	<b>0</b>	<b>53</b>	<b>0</b>	<b>52</b>	<b>1</b>

## ASSOCIATE PROFESSOR

	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	46	2	49	0	48	0
Female	18	0	18	1	19	0
<b>Total</b>	<b>64</b>	<b>2</b>	<b>67</b>	<b>1</b>	<b>67</b>	<b>0</b>

## SENIOR INSTRUCTOR

	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	5	0	4	0	4	0
Female	4	0	5	0	5	0
<b>Total</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>0</b>

## TENURE

	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	57	0	57	0	56	0
Female	24	0	26	1	27	0
<b>Total</b>	<b>81</b>	<b>0</b>	<b>83</b>	<b>1</b>	<b>83</b>	<b>0</b>

Note 1: 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.

Note 2: Tenure includes both tenure only and cases where tenure is automatic with promotion.

Respectfully Submitted,  
Martin Adamson, UBCFA Representative

# Sessional Faculty Committee

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The Sessional Faculty Committee (SFC) currently represents over 650 sessional faculty at UBC. This figure constitutes 31% of all faculty with a 52% female and 48% male split. Our mandate includes safeguarding our members' employment rights and interests; acting for them leading up to and during collective bargaining; supporting them in their day-to-day dealings with the University; and advising them on individual work issues. Our many and diverse activities entailed a busy and productive year that saw us work at the local, provincial, and national level.

During September and part of October Fair Employment Week (FEW) dominated the agenda as we again joined forces with faculty associations and educators' organizations all over North America for a week of coordinated actions designed to endorse occupational fairness. Our campaign opened with a communiqué sent to all faculty in units employing the largest contingent of sessional academics. Entitled "A Fair Deal for Sessional Faculty," it outlined major inequities imposed on sessional faculty while working and teaching at UBC. Next, a letter by the President of the Faculty Association (FA), Brenda Peterson, was sent to UBC President Stephen Toope. It called upon UBC to adopt in-principle a charter guaranteeing educational and employment equity to all faculty, staff, and students. A special get-together was then held for sessional faculty that drew a record turnout. Finally, we held our annual public outreach event at the SUB aimed at educating the UBC community on sessional faculty issues through personal dialogue and a range of information literature. This week of action was accompanied by a variety of resources available from the FA website for classroom use and personal support. FEW yet again served to highlight the importance of sessional academics and their contributions, and to promote the principle of equity in the public domain. Also this year, our campaign was among the most varied and extensive nationwide.

As a result of our FEW initiatives, the AMS passed a motion to invite representatives of the Sessional Faculty Committee (SFC) to discuss "issues surrounding the treatment of sessional lecturers at UBC". On February 14, 2008, Alison Acheson, Petra Ganzenmueller, Karen Needham, and Mike Schoen of the SFC met with members of the AMS Council. A presentation on key employment and educational issues was met with strong support from the AMS and an agreement on exploring opportunities for further co-operation. Equally well-received was yet another one of our efforts to publicize the status quo of sessional working conditions: On March 4, SFC member Alison Acheson spoke to the "Corporatization of Campus" during a presentation on sessional employment and UBC faculty politics. The UBC conference called "Resisting the University" was organized by Students for a Democratic Society. At the beginning of March as well, we launched our "Sessional Faculty Workload Survey," polling our members on core workload concerns. The results will be published in the FA April newsletter. Also in March and at the time of this report, the SFC is in the process of organizing a meeting between David Farrar, Provost and Vice President, Academic and sessional representatives of various units to exclusively discuss sessional faculty affairs.

In all of this, our members remain our first priority and we keep in touch through regular newsletter communications and broadcast emails to inform you about the current issues and our ongoing work. In the February newsletter, for example, we inaugurated a new series called "... off track" intended to showcase sessional employment experiences and to provide a venue for sessional faculty in general. Similarly, we have maintained our monthly get-togethers as an alternative way of providing you with a discussion forum. This monthly event has gained steady momentum with sessional faculty increasingly taking advantage of this opportunity for networking and exchange. On a daily basis, we provide guidance and support in job-related matters such as answering questions, advising on rights, facilitating complaints and following up on grievances. As part of that service, we have assisted sessional faculty groups in strengthening relations with their departments. Locally, provincially and nationally, we collaborate with partner organizations on sessional policy work. Examples are ties to organizations such as the Confederation of University Faculty Associations of BC (CUFA/BC), other unions and labour activists. The Chair of the Sessional Faculty Committee also serves on the UBC FA Executive Committee and on the Contract Academic Staff Committee of the Canadian Association of University Teachers (CAUT).

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# Sessional Faculty Committee continued...

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*continued from page 12*

The SFC is fortunate to be able to draw on the expertise of a strong team of volunteers 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. Their active involvement has been essential to the success of our campaigns: Alison Acheson (Creative Writing), Alexandra Henriques (French, Hispanic and Italian Studies), Karen Needham (Zoology), Julia Nolan (Music) and Mike Schoen (Applied Science).

Special thanks go to the FA President Brenda Peterson and the Executive Director Brian Green for their support of our initiatives. Thanks also to the Executive of the Faculty Association and the staff of the Faculty Association Office. The assistance of Office Manager Nancy Lovelace and Communications Assistant Ranjit Sundur, with whom I have worked closely over the years, has once again proved indispensable and is very much appreciated. Finally, I would like to thank you, our members, for your participation, solidarity and feedback.

After two full terms in office, I have decided to not run again in order to free up time for the pursuit of personal objectives. Throughout both terms, carrying out the FA mandate was as much a pleasure as it was a privilege. Of all the tasks performed, the challenges faced and the activities engaged in, it is the many colleagues whom I have had the opportunity to meet and collaborate with that have inspired me the most. In that spirit, I will continue to work with the SFC and look forward to passing on the torch to my successor.

Respectfully Submitted,  
Petra Ganzenmueller, Chair

# Status of Women Committee

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This year has been a benchmark year for the Status of Women Committee, which, after a period of inactivity, once again has a Chair and the capacity to fulfil a mandate.

The Status of Women Committee currently includes:

Chair: Mira Sundara Rajan (Law); Committee Members: Susan Birch (Assistant Professor, Psychology), Jane Wang (Assistant Professor, Electrical and Computer Engineering), Lara Boyd (Canada Research Chair & Assistant Professor, Faculty of Medicine), Megan Levings (Canada Research Chair & Assistant Professor, Department of Surgery) and Brenda Peterson (ex-officio).

The Committee held a well-attended Open House on March 10, 2008, and it participated in the Spring Annual General Meeting Panel on gender-based earning discrepancies at UBC on March 6, 2008. The Committee is currently involved in supporting the work of the Faculty Association to address this issue at the University level, by following up on two recent studies: the just-released 2006 annual report from the office of the Associate Vice President Equity, Tom Patch ([www.equity.ubc.ca/stats/Equity%20Annual%20Report%202006.pdf](http://www.equity.ubc.ca/stats/Equity%20Annual%20Report%202006.pdf)), and a statistical study entitled, *Statistical Analysis of UBC Faculty Salaries: Investigation of Differences Due to Sex or Visible Minority Status* by Oxana Marmer and Walter Sudmant in the UBC Planning and Institutional Research Office (PAIR) ([www.equity.ubc.ca/stats/reports.htm](http://www.equity.ubc.ca/stats/reports.htm)).

Plans for the summer months include:

- meeting with AVP Equity, Tom Patch
- meetings with Professors Tineke Hellwig, former Chair of the Status of Women Committee (2000), and Anne Condon, Chair of the Assessment Advisory Committee for the working climate assessment for the Faculty of Science ([www.science.ubc.ca/content/view/42](http://www.science.ubc.ca/content/view/42))
- participating in the review of the PAIR statistical study on earning differentials, noted above
- designing a survey to identify issues of concern to women faculty, to be circulated in late summer 2008
- developing a program for addressing issues known to the Committee, including the wage gap, and UBC childcare issues
- inviting the Canadian Association of University Teachers Equity Committee to hold a training session for the Committee ([www.caut.ca/pages.asp?page=56](http://www.caut.ca/pages.asp?page=56))

The Committee has a blog which is intended to keep the UBC community up to date on its activities, and to provide access to resources on issues affecting women faculty: <http://statusofwomen.blogspot.com>.

Respectfully Submitted,  
Mira Sundara-Rajan, Chair

# President's Report

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It has been a year of significant changes and renewal for the Faculty Association, including the historic agreement to end mandatory retirement, a complete review of our organizational structure, and several initiatives on important member issues. This work could not have been accomplished without the commitment and tremendous efforts of our exceptional Faculty Association staff and dedicated members of our executive committee. I would like to acknowledge and thank everyone for their support and assistance during an unusually busy year.

## End of Mandatory Retirement

Last Spring, after a campaign dating back decades, the Faculty Association finally succeeded in reaching a negotiated agreement with the University to end mandatory retirement for faculty members, librarians and program directors. Effective May 15, 2007, the agreement was just seven months ahead of the provincial government's amendment of the Human Rights Code which eliminated mandatory retirement in British Columbia on January 1, 2008.

The timing of the agreement was significant for our seventy-four members who turned 65 in 2007. Instead of being forced to retire on June 30<sup>th</sup> or December 31<sup>st</sup> last year, under the terms of the new agreement, members now choose whether to retire at age 65, continue to work full-time, apply for a reduced appointment, or opt for one of the phased-in or part-time retirement options.

In addition to an end to any further forced retirements, this agreement determines benefits for members working past age 65 and introduces a two-year pilot project for flexible retirement options. The full text of the agreement and a list of frequently asked questions and answers on the details of the agreement are available on the Faculty Association website at [www.facultyassociation.ubc.ca](http://www.facultyassociation.ubc.ca) and the Faculty Relations website at [www.hr.ubc.ca/faculty\\_relations/](http://www.hr.ubc.ca/faculty_relations/).

We owe thanks to all members of the Association who worked on this issue over many years. I would like to acknowledge the dedication of several individuals who invested an enormous amount of time and effort in pursuing this agreement: Patricia Vertinsky, Tony Sheppard, Greg Lawrence, Andrew Irvine, Rob Clift, and the members of the FA Negotiation Team (Elizabeth Hodgson, Jim Johnson, Nancy Langton, Brenda Peterson, Ken Reeder, and Brian Green).

## Self-Study

During the last year, a subcommittee of the executive completed a thorough review of our organizational structure and developed mandates and procedures for the operation of the standing committees of the Faculty Association. Identified as a top priority in our executive retreat last year, this self-study was overdue. Since 2001 the mandate and legal obligations of the Faculty Association have expanded greatly: the Association now has legal recognition under the Labour Code, which gives us increased powers, duties, and responsibilities in the representation of our members in collective bargaining and the administration of our Collective Agreement, and we've seen a dramatic increase in the numbers of problems and grievances brought to us, with increasing types and complexity of issues.

The Self-Study Subcommittee produced detailed terms of reference for all committees. To better reflect the mandate and duties of the committees, the Self-Study Subcommittee also recommended name changes for two of the committees: the Salaries & Economic Benefits Committee to be renamed the Bargaining Preparation Committee and the Personnel Services Committee to be renamed the Member Services and Grievance Committee. To provide better continuity in bargaining years, we also recommended a bylaw change that the Vice President serve as the elected Chair of the Bargaining Preparation Committee. The Executive Committee has approved these recommendations and members will vote on these bylaw changes this month.

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# President's Report continued...

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I would like to thank all members of the Self-Study Subcommittee for their commitment to this year-long project and excellent work.

## **Member Issues**

In addition to the immense amount of work that went into the agreement to end mandatory retirement and the ongoing work of our standing committees, the Association has been in discussions with the University on several important member issues, including protocols for discretionary salary increases (including merit, PSA and retention fund increases), the university budget deficit and budget processes, equity issues (including the daycare crisis, inadequate housing assistance, and gender-based salary and promotion differentials), the implementation of the new UBC policy on student evaluations of teaching, exploring alternative governance structures for our long term disability plan (called the Income Replacement Plan or IRP), a University review of the provider for the Employee and Family Assistance Program (EFAP), and University protocols for emergency communications with faculty.

Two of these issues are policy grievances: at the time of writing this report we are awaiting the decision of the arbitrator regarding the University's preliminary objection that the Senate Policy on student evaluations of teaching is not arbitrable; and we are continuing discussions with the University regarding the development of fair and transparent policies and procedures for the distribution of retention, merit and PSA funds.

## **Other UBCFA Activities**

The main focus of the Association's work is dealing with bargaining and member issues, however, a considerable amount of time and energy goes into organizing special events and the ongoing activities of the Association. Below is a list of the other major activities undertaken over the past year:

- Town hall meeting re: the University budget process April 30, 2007 with George Mackie, VP, Academic & Provost Pro Tem and Chair of the Steering Committee on the Academic Planning Process (SCAPP).
- Membership surveys regarding the mandatory retirement agreement and workload issues for sessional faculty.
- Special information meeting in May to review and answer questions about the new agreement to end mandatory retirement.
- Special discussions at general meetings in April, October, and March on open access publishing, the future of research funding and women's issues.
- Special executive committee meetings with the President and Provost in June, September and January.
- Meetings with the Deputy Vice Chancellor Doug Owram at UBCO.
- New regular meetings with elected representatives on the Board of Governors and Senate.
- New-faculty orientations in August at UBCV and a reception to welcome new faculty in September at UBCO.
- Participation in UBCO heads training.
- Promotion and Tenure workshops at both campuses
- Fair Employment Week in October.
- End-of-term celebrations for members at both campuses.
- In conjunction with Continuing Studies the very popular Financial Planning Lecture series at UBCV.
- Planning retreat in November.
- Meetings and conferences of the Confederation of University Faculty Associations of BC (CUFA/BC), the Canadian Association of University Teachers (CAUT), and the Western Regional Conference.

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- Several faculty representing the Association at the inaugural CAUT Conference for Aboriginal Faculty in Winnipeg, the CAUT Sessional Faculty Conference in Edmonton, and the CAUT Librarians Conference in Vancouver.
- Special consultations with elected officials and ministry staff about the Campus 2020 report : Thinking Ahead, a provincial initiative for long-term post-secondary institutions.
- A newly revised and expanded Sessional Faculty Handbook.
- Several Joint University/Faculty Association Committees, including the Joint Consultation Committee, Joint Committee on Appointments involving Salaries from Non-University Funds, Joint Committee on Procedures for Appointment, Reappointment, Tenure and Promotion Articles 5 & 9, and Joint Committee on Types of Appointments and Titles and Ranks.

As I end my two-year term as President, I would like to express my personal thanks to the staff of the Association and members of executive committee. It has been an honour and a privilege to work closely with such talented and dedicated colleagues. I would like to extend my best wishes to Elizabeth Hodgson, President-Elect, Nancy Langton, Vice-President-Elect and the other elected members of the incoming executive committee.

Respectfully Submitted,  
Brenda Peterson, President