



UBC Faculty Association

Annual Report
2008 - 2009

ubcfa

CONTENTS

ANNUAL REPORT 2008-2009

The State of the Union	3
Bargaining Preparation Committee	5
Member Services & Grievance Committee	6
Okanagan Faculty Committee	7
Senior Appointments Committee	8
Sessional Faculty Committee	9
Status of Women Committee	10
Treasurer's Report	11
Budget	12

Audited statements are available on request from the Faculty Association

Annual General Meeting
Wednesday, April 1, 2009 @ 12:30pm
UBCV: IT Services / Telestudios, Rm 0112 (2329 West Mall)
UBCO: LIB 101C

THE STATE OF THE UNION

ELIZABETH HODGSON, PRESIDENT



All of us want to do our work well, in an environment which gives us autonomy, respect, intellectual space to pursue our ideas, and the resources to do what we've been asked to do. To my mind, the Faculty Association's job is to enable us to do just that, and to manage and resist these pressures which so often threaten to take all the joy out of our work.

This has been a year of change at the Faculty Association, most of which I think has been good!

Putting our House in Order

With the constitutional amendments and dues adjustment approved by the members, we have better support systems for representing you, both in individual crises and in collective bargaining. We now have terms of reference for all of our committees, we have a new Bargaining Preparation Committee, and our financial health will be protected through the next tricky round of collective bargaining. My thanks to the self-study task force who worked on the constitutional changes and to the staff for their support in putting together our financial forecasts. Our appreciation to the many members who approved this reorganization; your input is what we're all about.

Supporting our Members

With the addition of Executive Director Murray Mollard to our staffing team in November, we are more able than ever to assist you individually and collectively. I am personally very grateful to the staff for their enormous talent, energy, professionalism and responsiveness, not only for me and the Executive in larger policy issues but also for their daily help to you as individuals when you call, write, phone, or drop in with a problem, a question, or a crisis.

Facing Challenges

The two big cases we've been dealing with, on the rights of the university to use Senate to overturn our Collective Agreement rights and on the problems with the new student evaluation of teaching protocols, are both ongoing. Please let us know in particular if you're encountering problems with student evaluations, as we'll be able to address this problematic policy with the University once this prior governance issue is resolved. Two other UBC initiatives have been a major focus this year. Work on the peer review of teaching has been very collaborative; we've already met with the university to discuss best practices, and we'll continue these conversations. The proposed new privacy policy is still a very problematic document, and we're continuing to press for improvements to safeguard our academic freedom, personal privacy, and confidential research.



PHOTO BY: NANCY LANGTON

We're continuing to press for improvements to safeguard our academic freedom, personal privacy, & confidential research.

Communicating

This year, we instituted a new UBC Okanagan bulletin and a much-needed update of our communications instruments, with additional new email and website systems in the works. We hope to be clearer, more accessible, and more current in all of our communications with you.

Looking Forward

We'll be coming to your corner of campus this spring and surveying the entire membership in September to prepare for bargaining in the spring of 2010. Let us know your issues!

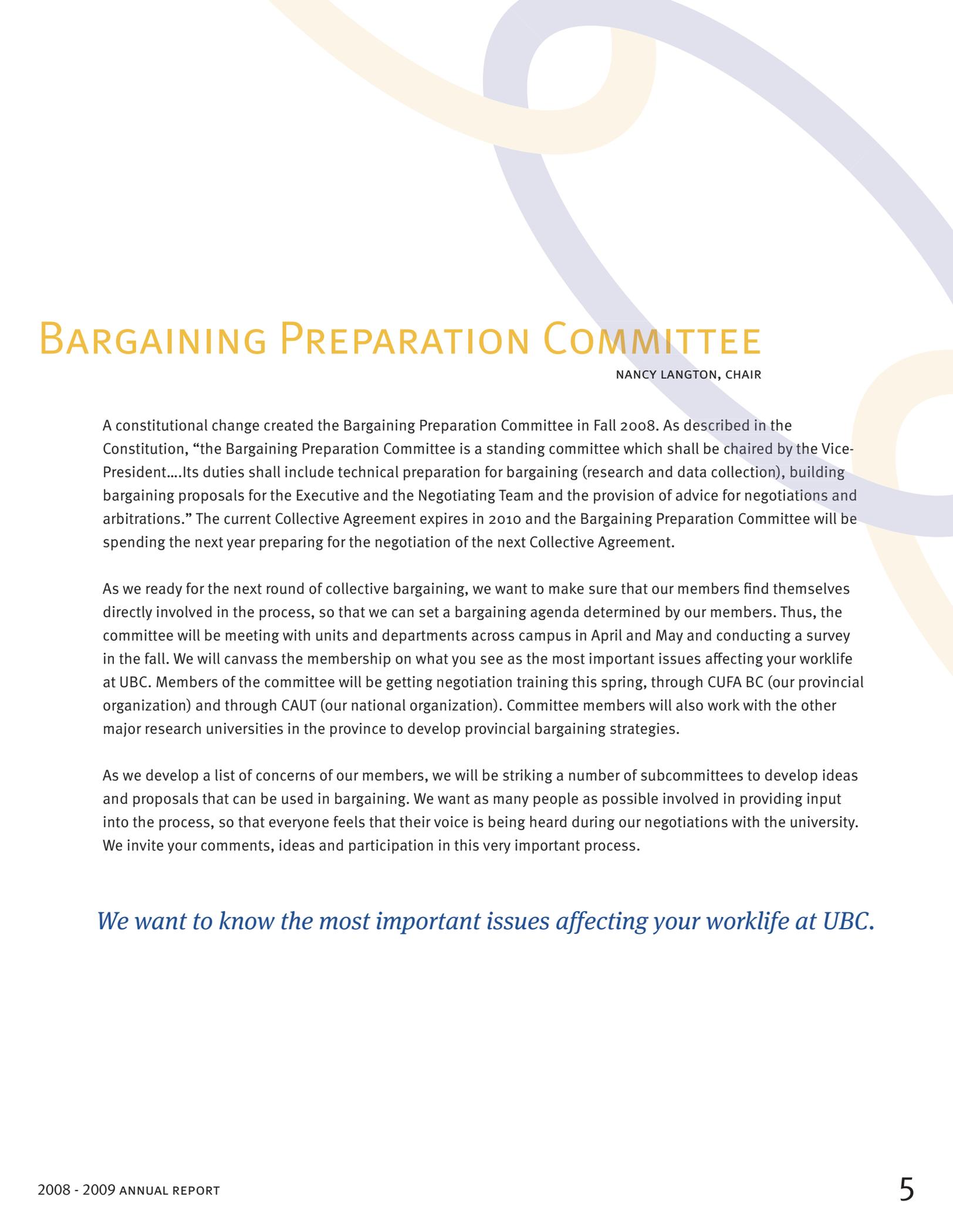
Team-Work

As President I've represented you at regional and national conferences, as a presenter at workshops, general meetings and seminars at UBC and elsewhere. I've been your voice on several joint committees with the university, represented your interests in our provincial association, and given input on several important legal matters. I've worked on two or three contracts with our staff as well as two hiring searches, and for the first six months of my

presidency functioned as interim Executive Director. It's obviously been a strenuous first year for me, but it's felt like a worthwhile investment.

It's not a solo effort, of course! Outgoing and incoming Executive Committee members, new Committee chairs, the Nominating Committee, our speakers at general meetings, volunteers for bargaining teams, faculty consultants, our representatives on university committees (SAC, Health and Safety, Housing, Naming, Ombuds office Steering Committee.....) the members of our Association Committees, our hard-working staff, our generous colleagues at other university faculty associations, and the staffs of CUFA BC and CAUT all deserve credit for what we've accomplished this year.

Most of all, though, I thank you our members for your trust, respect, and engagement. Thanks to all of you for your input and advice, your support and encouragement, your willingness to volunteer and be quoted, to respond and vote and nominate and be nominated. We couldn't do it without you!



BARGAINING PREPARATION COMMITTEE

NANCY LANGTON, CHAIR

A constitutional change created the Bargaining Preparation Committee in Fall 2008. As described in the Constitution, “the Bargaining Preparation Committee is a standing committee which shall be chaired by the Vice-President....Its duties shall include technical preparation for bargaining (research and data collection), building bargaining proposals for the Executive and the Negotiating Team and the provision of advice for negotiations and arbitrations.” The current Collective Agreement expires in 2010 and the Bargaining Preparation Committee will be spending the next year preparing for the negotiation of the next Collective Agreement.

As we ready for the next round of collective bargaining, we want to make sure that our members find themselves directly involved in the process, so that we can set a bargaining agenda determined by our members. Thus, the committee will be meeting with units and departments across campus in April and May and conducting a survey in the fall. We will canvass the membership on what you see as the most important issues affecting your worklife at UBC. Members of the committee will be getting negotiation training this spring, through CUFA BC (our provincial organization) and through CAUT (our national organization). Committee members will also work with the other major research universities in the province to develop provincial bargaining strategies.

As we develop a list of concerns of our members, we will be striking a number of subcommittees to develop ideas and proposals that can be used in bargaining. We want as many people as possible involved in providing input into the process, so that everyone feels that their voice is being heard during our negotiations with the university. We invite your comments, ideas and participation in this very important process.

We want to know the most important issues affecting your worklife at UBC.

MEMBER SERVICES & GRIEVANCE COMMITTEE

KENNY KWOK, CHAIR

The name of the Personnel Services Committee (PSC) was officially changed to Membership Services & Grievance Committee (MSGC) in 2009 to reflect more closely the functions that the committee carries out. The MSGC continues to assist in resolving complaints, problems and conflicts that arise between members of the Faculty Association and UBC. For a more detailed description of the role of the committee, see *From this Corner: What is the PSC?* (Faculty Focus V. 41, #1, p.11, 2008). The committee also provides consultation and collegial mentorship to our membership. The MSGC members are volunteers from various department, units and ranks of both campuses of the university, supporting and supported by our three professional membership services officers: Brian Green, Deena Rubuliak and Michelle Bogdan.

Over the past year, the committee reviewed 30 to 42 files each month, including both new and ongoing files. In comparison to 2007-2008, there has been an approximately 18% increase in the number of files reviewed monthly. This increase is mainly due to the increased complaints on workload assignment originating from UBCO, which have now been resolved in principle. The figure shows the distribution of reviewed cases in different categories expressed in percentage of total cases during last year.

There were 36 new cases reviewed by the committee during the period of December 2007 to January 2009. The shortest time for resolution of these new cases was less than one month, while some cases lasted for more than 12 months and some are still ongoing. Currently, issues of active cases include:

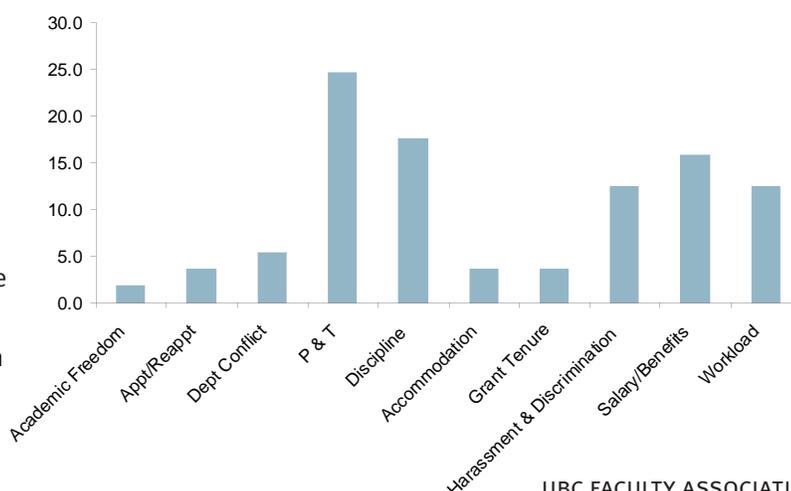
- Academic freedom
- Appointment/Reappointment
- Conflicts in departments
- Discipline
- Duty to accommodate illness or disability
- Harassment & Discrimination
- Promotion & Tenure
- Workloads
- Salary & Benefits including Merit & PSA

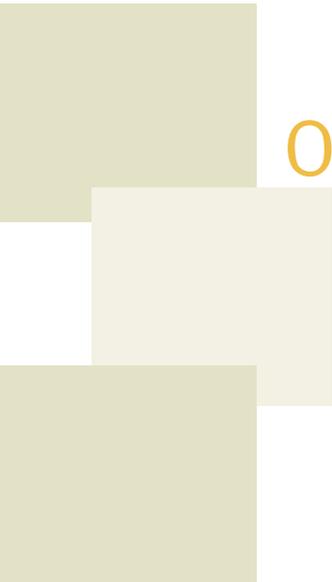
In addition to handling these formal complaints, the MSGC members and staff also provide consultation and assist with informal settlements for Association members who have problems with their working

conditions and interpersonal relationships. Besides personnel issues, the MSGC 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:

- IRP/Return to Work – continuing discussions on alternative governance of the plan
- Teaching evaluations

Both membership services officers and the MSGC continue to work diligently to seek resolutions to problems and conflicts through consultation, mentorship, and when needed, grievances and arbitrations. They are dedicated to serving the membership of the Faculty Association. The committee welcomes any interested volunteers that would like to serve on the MSGC. Finally, I would like to thank members of the committee and staff for their commitment, enthusiasm and service.





OKANAGAN FACULTY COMMITTEE

JIM JOHNSON, CHAIR

The role of the Okanagan Faculty Committee is to represent the interests of faculty at Okanagan within the Faculty Association and with UBCO management. 2008-2009 was the third full year of existence for the committee.

Over the past three years the OFC 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 are making some progress, although it has been slow. Sabbatical problems have largely been solved. Workload problems still occur, but we have settled six workload grievances to our satisfaction and seem to be getting a handle on the problem. Merit and PSA processes are still problematic and we still have one outstanding grievance pertaining to a Merit/PSA decision.

We had a major problem this year with the reappointment process. Some Deans misunderstood the role of the reappointment process, and tried to turn them into mini-tenure reviews. Although we had some bumps along the way, we got that problem fixed. We're also starting to see some problems with the promotion process. At least one Dean has been directly contacting members during the departmental review process and offering unsolicited "advice" and judgments about their chances of success. We believe that practice has now stopped.

It's no secret that the first two years following the unfortunate events of 2005 were very difficult. Clearly the arrival of Doug Owrarn, and Alaa Abd-El-Aziz has created a kind of Prague Spring in labour relations here, but the work of repairing the damage done in the preceding years has been slow and uneven.

Workload problems still occur, but we have settled six workload grievances to our satisfaction & seem to be getting a handle on the problem.

SENIOR APPOINTMENTS COMMITTEE

STEPHEN GUY-BRAY, UBCFA REPRESENTATIVE

The vast majority of applications are successful.

Rather than just provide the statistics on tenure and promotion for this year, I thought I would identify some of the salient issues that have arisen since I began attending meetings in September 2008. The main areas of concern are graduate supervision, research funding, and the separation of promotion to associate professor and tenure. First, there is still a tendency to look askance at people who apply for promotion without having done graduate supervision, despite the fact that the Collective Agreement clearly and unambiguously states that professors are required to demonstrate the capacity to supervise graduate students, not that professors are required to have done so. We all need to make this point more clearly, and I would advise people going up for promotion to discuss the matter specifically with their heads or directors. Second, there appears to be a confusion between research output and research input. Research funding is input, not output: the ability to secure grants is not the same as being a productive scholar. Furthermore, in many fields (mine, for instance) a lot of the research done does not require funding. This is a matter that varies greatly from department to department and from faculty to faculty, and local standards and attitudes towards funding should be explicitly stated in applications for promotion and tenure. Third, it is possible to receive tenure without receiving promotion to associate professor. Some senior administrators are against this separation. Tough: tenure without promotion is an option in our Collective Agreement and all candidates (and their heads, directors, and deans) need to recognise this fact. I'll conclude by pointing out that the vast majority of applications are successful. On behalf of the Faculty Association I encourage candidates to consult the Collective Agreement and to learn their rights and options. I do not encourage them to worry.

TENURE & PROMOTION DECISIONS 2007/08

(EXCLUDING new appointments)

PROFESSOR

	head		dean		president	
	+	-	+	-	+	-
Male	28	0	27	4	29	2
Female	13	0	14	0	14	0
Total	50	0	41	4	43	2

ASSOCIATE PROFESSOR

	head		dean		president	
	+	-	+	-	+	-
Male	40	1	42	3	42	3
Female	32	1	33	2	32	3
Total	72	2	75	5	74	6

SENIOR INSTRUCTOR

	head		dean		president	
	+	-	+	-	+	-
Male	6	1	6	1	6	1
Female	4	0	5	0	5	0
Total	10	1	11	1	11	1

TENURE

	head		dean		president	
	+	-	+	-	+	-
Male	49	1	51	3	52	2
Female	35	1	38	1	38	1
Total	84	2	89	4	90	3

SESSIONAL FACULTY COMMITTEE

KAREN NEEDHAM, CHAIR

In our first semester, the Sessional Faculty Committee (SFC) worked very hard to prepare for Fair Employment Week, a national event which ran from October 27-31. It was a great success. Monday morning, the SFC organized a 'meet and greet' in the SUB, where we made contact with faculty, staff, and students. Thanks to all those who took time out of their busy schedules to stop and chat with us about sessional issues on campus and across Canada. On Wednesday, a social for sessional faculty was held at the Graduate Student Center. Good food and drink was accompanied by lively conversation, as sessional faculty from across campus exchanged stories and ideas, and established an ongoing communication network.

The focus for the SFC in the second semester has been on bargaining since the current Collective Agreement expires on June 30, 2010. Our main goal will be to prepare for possible opening of the Sessional Agreement in the next round of bargaining. We will examine the current agreement, discuss grievances and arbitrations that have arisen from it, and then make suggestions for improvements and additions to the existing language. We sent out a workload survey in March 2008, the results of which will help to inform our bargaining proposals. As well, two SFC members will attend a national conference in May on Contract Academic Staff issues, sponsored by CAUT. Bargaining preparations will also include face-to-face meetings with sessional faculty to ask for further input on the finer details of our proposals.

I would like to thank the members of the committee for their dedication and enthusiasm, and look forward to another productive year.

I would also like to thank the Faculty Association Executive and staff for their assistance and ongoing support of the work of the SFC.

Incoming Chair Rick Gooding, Arts Studies Program, will take over in July 2009.

Some sessional academics work at UBC for 20–30 years without ever receiving an offer of stable & secure employment.

STATUS OF WOMEN COMMITTEE

MIRA SUNDARA RAJAN, CHAIR

The activities of the Status of Women Committee for the year have included the following:

Pub Night

These monthly get-togethers at Mahoney's pub on campus have been consistently attracting faculty members at UBCV, and emails from UBCO suggesting that something similar should be initiated there. The events have been hosted by at least one member of the Committee, and discussion has often turned to issues of concern to women faculty at UBC. The events have also presented a pleasant networking opportunity, socially and professionally, for UBC women.

Speaker Series

An attempt to create a monthly speaker series started well, with commitments from 5 of UBC's women faculty to present seminars. The content of the sessions was to vary between issues of general interest to women faculty, and advocacy for women's rights. Difficulties in scheduling and advertising led to a situation where the first talk was not well attended, leading to the temporary postponement of the Series. These issues surrounding communication were probably due to the fact that a speaker series like this has not been hosted by the Faculty Association in the recent past, meaning that there is no established procedure for advertising the events. Feedback from the UBC community indicates that the Series, if properly advertised, will attract interest. In addition, the Chair of the committee has been contacted by a local television producer interested in carrying these events.

CAUT Workshop

Members of the Committee attended two of CAUT's national-level workshops, run by the Committee on Women (October) and the Equity Committee (February). Both conferences provided the committee with very helpful information on how to pursue gender equity, and equity more generally, at UBC. The committee has submitted reports on both events to the Faculty Association.

UBC-Wide Survey

A survey has been circulated to all women faculty at UBC, on what they would like the committee to address on their behalf. The survey was designed by committee member and Psychology professor, Susan Birch, with the input of the committee into questions and layout. The deadline for responses fell on March 10, and the committee will now collect and analyze the results.

Gender-Equity Study

Follow-up with UBC's Gender Equity study, released last year, has as yet been unsuccessful. The Committee plans to follow-up with UBC's equity office to obtain any further data on gender equity which may be available currently.

Meeting with President/Provost

The Committee is currently preparing a draft letter to the President and Provost about pay equity at UBC. We hope to set up a meeting with University officials over the summer.

Blog Updating: <http://statusofwomen.blogspot.com/>

The Status of Women committee blog has become an active site for postings of interest by committee members. We would like to see the blog become more widely known at UBC, and are planning a follow-up email to the Faculty Association's Women's list-serve about the blog.

TREASURER'S REPORT

ROBERT GATEMAN, TREASURER

Attached to this report please find:

1. The budget approved by your Executive;
2. Audited statements are available on request from the Faculty Association.

Review of Audited Financial Statements 2008

Revenues were for the most part as forecast in the budget for 2008, at roughly **\$1.5 million**.

Legal services were deliberately under-budgeted to make clear that our deficits have come from legal support for members. **Expenses** were higher than forecast largely due to this.

Deficit Balance was nonetheless lower than forecast, at \$29,000. We finance deficits from our General Reserves Fund.

Approved Budget 2009

Revenues are forecast to increase to approximately **\$1.8 million**. Membership Dues will rise by **\$240,000** due to salary increases, the approved increase in mill rate from 5.28 to 6.78 effective 1 July 2009, and a projected 1% productivity bonus.

In simple terms, this year's budget includes a projected \$92,000 surplus which will be used to rebuild our reserves. We've also increased our services to members by hiring a new Executive Director. Once the combined Legal and General Reserve Funds reach 1.5 times our operational budget, our membership will enjoy a fee moratorium.

You will note that we now have two new line items in the budget to make visible our plans to rebuild the Legal Reserve Fund and the General Reserve Fund.

Expenses in the Budget

Noteworthy variations:

Our annual review of all line-item expenditures is part of every budgeting process. Further reviews of operating costs have also been instituted and are in progress.

1. CUFA BC and CAUT: dues are based on member salaries and rise annually accordingly.
2. Legal Services: We've budgeted based on last year's actual legal service costs.
3. Travel/Conferences: we've reduced our budget for CAUT workshops, regional conferences and national conferences by \$4,000.
4. Donations: we've reduced this budget by \$5,000.
5. Support-staff salaries and benefits: both have increased with the hiring of an Executive Director.
6. One-time Recruiting Expenses are eliminated in this budget.

BUDGET 2009

	Budget	2008 Audited	+ /-	2009 APPROVED
Revenue				
Membership dues	\$1,450,000	\$1,534,695	\$84,695	\$1,768,000
Investment interest/earnings	\$32,000	\$29,843	\$(2,157)	\$28,000
Bank interest	\$100	\$89	\$(11)	\$90
Total Revenue	\$1,482,100	\$1,564,627	\$82,527	\$1,796,090
Expenses				
Membership Expenses				
CAUT Dues	\$345,000	\$353,262	\$8,262	\$363,713
CUFA BC Dues	\$146,000	\$148,427	\$2,427	\$154,539
Service to Members Expenses				
Legal Fees	\$200,000	\$271,428	\$71,428	\$275,000
Member Seminars	\$4,000	\$4,027	\$27	\$6,000
Member Communications	\$22,000	\$20,457	\$(1,543)	\$26,000
Special Events	\$25,000	\$25,923	\$923	\$20,000
Standing Committees				\$2,500
Operational Expenses				
Travel & Conference Fees	\$58,500	\$52,653	\$(5,847)	\$54,500
Rental Expense	\$22,536	\$22,535	\$(1)	\$22,536
Office Supplies & Expenses	\$15,000	\$10,700	\$(4,300)	\$15,000
Equip Rental & Maintenance	\$4,504	\$4,464	\$(40)	\$4,504
Computing Charges (UBC)	\$2,500	\$1,856	\$(644)	\$2,500
Telephone & Fax	\$12,000	\$11,746	\$(254)	\$12,000
Miscellaneous	\$3,000	\$1,580	\$(1,420)	\$2,000
Insurance	\$2,500	\$1,181	\$(1,319)	\$7,000
Donations	\$15,000	\$14,000	\$(1,000)	\$10,000
Auditors' Fees	\$5,000	\$5,775	\$775	\$5,250
Loss on disposal of equipment			\$-	
Amortization Expense	\$16,000	\$23,881	\$7,881	\$16,000
Human Resources				
Release Time	\$76,800	\$73,602	\$(3,198)	\$73,044
Staff Salaries	\$448,000	\$457,957	\$9,957	\$512,707
Benefits/EI/ CPP/WCB/EFAP	\$87,400	\$82,066	\$(5,334)	\$104,000
Contract Office Support	\$2,000	\$1,840	\$(160)	\$4,100
Staff Professional Development	\$11,000	\$1,118	\$(9,882)	\$6,500
Member Professional Development				\$5,000
Extraordinary item				
Recruiting	\$-	\$21,158	\$21,158	\$-
Transfer of funds				
Legal Reserve Fund*	\$-	\$-		\$91,697
Operational Reserve Fund	\$-	\$-		\$-
Total Expenses	\$1,523,740	\$1,611,636	\$87,896	\$1,796,090
Unrealized gains on investments**		\$ (18,102)		
SURPLUS (LOSS) PER STATEMENTS	\$(41,640)	\$(28,907)		\$-
Capital Expenditure				
Computers/leasehold/equipment	\$6,000	\$2,889	\$(3,111)	\$2,500

*This represents the anticipated surplus that the Executive Committee intends to transfer to the Legal Fund.

**Association adopted Cdn Institute of Chartered Acctants recommendation to record portfolio investments at market value.

ASSOCIATION COMMITTEE MEMBERS

EXECUTIVE COMMITTEE

President

Elizabeth Hodgson, English

Vice President

Nancy Langton, Sauder School of Business

Treasurer

Robert Gateman, Economics

Secretary

Darrin Lehman, Psychology

Chair, Okanagan Faculty Committee

Jim Johnson, Economics

Chair, Member Services & Grievance Committee

Kenny Kwok, Cellular & Physiological Sciences

Chair, Sessional Faculty Committee

Karen Needham, Zoology

Chair, Status of Women Committee

Mira Sundara Rajan, Law

Members-at-Large

Adele Diamond, Psychiatry

Eric Eich, Psychology

Adam Frankel, Pharmaceutical Sciences

Hugh Neary, Economics

Chris Orvig, Chemistry

James Tansey, Centre for Applied Ethics

OKANAGAN FACULTY COMMITTEE

Chair: Jim Johnson, Economics

First Vice Chair: Michael Pidwirny, Geography

Second Vice Chair: Laura Hooker, Biology

STAFF

Executive Director: Murray Mollard

Office Manager: Nancy Lovelace

Communications Assistant: Ranjit Sundur

Membership Services Officers

Brian Green

Deena Rubuliak

Michelle Bogdan

Susan Palmer *(on leave)*

MEMBER SERVICES & GRIEVANCE COMMITTEE

Chair: Kenny Kwok, Cellular & Physiological Sciences

Members

George Brandak, Library

Anne Dewar, Nursing

Doris Doudet, Neurology

Laura Hooker, Biology

Jim Johnson, Economics

Alex MacKay, Radiology

Michael Pidwirny, Geography

Wendy Poole, Educational Studies

Tony Sheppard, Law

Tom Sork, Educational Studies

Mark Vessey, English

Margaret Wright, Social Work

SESSIONAL FACULTY COMMITTEE

Chair: Karen Needham, Zoology

Members

Belen Fan, Asian Studies

Petra Ganzenmueller, Central, Eastern & N. European Studies

Rick Gooding, English

Ihwa Kim, Asian Studies

Keiko Koizumi, Asian Studies

Xueshun Liu, Asian Studies

Masahiko Nakata, Asian Studies

Julia Nolan, Music

Estella Qi, Engineering

Michael Schoen, Engineering

Xinxin Wu, Asian Studies

Mingfang Zheng, Asian Studies

Zhining Zheng, Asian Studies

STATUS OF WOMEN COMMITTEE

Chair: Mira Sundara Rajan, Law

Members

Jehannine Austin, Psychiatry

Susan Birch, Psychology

Lara Boyd, Physical Therapy

Megan Levings, Surgery