

President's Report

Update: UBC Okanagan & Policy 85

Elliott Burnell, President

The Faculty Association and UBC Okanagan

As most will be aware, the new UBC campus in Kelowna (UBC-O) will open for business in September of this year. At least initially, the majority of its faculty will be drawn from current Okanagan University College (OUC) faculty, the remainder of which will transfer to a new Okanagan College (OC). As might be expected, there are issues for

faculty surrounding this transition from a university college to a new UBC campus.

Among the many issues is the question of faculty representation. Currently, the faculty at OUC are represented by the Okanagan University College Faculty Association (OUCFA) which is a certified trade union under the BC Labour Code. The Faculty Association at UBC (UBCFA), by contrast, has volun-

... continued on page 11
See "Policy 85"

Mandatory Retirement

Forming a Position for the Faculty Association

David Green,
Executive Member at Large

The ageing of the professoriate and greater longevity has moved mandatory retirement to the top of the agenda at many universities across Canada. UBC's Faculty Association proposes to implement a process with the goals of providing a forum for debate on the issue, providing information for those who are themselves still undecided, and, ultimately, establishing a policy position for the Faculty Association that reflects, as much as possible, consensus among our membership. If this process works, it could become a template for discussion on other

policy issues in the future. In the remainder of this note, I will sketch the outlines of the debate and then provide details on our proposed process. We hope that this process will encourage members to get informed and help in establishing a position on a key policy issue. This is your chance to have your voice heard on an issue of great concern.

Mandatory Retirement at UBC

As a starting point, it is worth pointing out that there is no legislation in BC that imposes mandatory

... continued on page 4
See "Retirement"

Upcoming Events

Town-Hall Meeting:

Mandatory Retirement

February 24th, Instructional Resource Centre (Woodward 2), 2194 Health Science Mall, 12:30pm.

Spring Meeting

March 3rd, Instructional Resource Centre (Woodward 2), 2194 Health Science Mall, 12:30pm.

Annual General Meeting

April 7th, Instructional Resource Centre (Woodward 2), 2194 Health Science Mall, 12:30pm.

Financial Planning Series

See page 12 for times and dates

Inside Focus

- 2 Education International
- 2 Email Lists
- 3 Sessional Sentinel
- 6 Provincial Election
- 7 CAUT Fall Conferences
- 9 Open Journal Systems
- 10 Group Insurance
- 12 Financial Planning Series

Education International Tsunami Relief Program Donation

Joining with other educational organizations across the globe, the Faculty Association executive voted unanimously at its monthly meeting in January to donate \$10,000 to the Education International Tsunami Relief Program. Education International immediately sent emergency funds to member organizations in countries around the Indian Ocean to

assist teachers and their families hit by the earthquake and tsunami on December 26th. In addition to emergency humanitarian aid, the EI relief program will assist in re-building the educational systems in the devastated countries. The latest reports indicate that hundreds of schools and libraries have been severely damaged or destroyed.

The donation from the UBC

Faculty Association will be matched by the Federal Government. For more information about the work of EI Tsunami Relief Program, please visit <http://www.ei-ie.org>

Email Lists: Join the Conversation!

The UBC Faculty Association invites you to join our email distribution list(s). With our email announcements, we are able to keep our readers up-to-date with current issues, seminars and conferences. We currently use the list “faculty-association” only for announcements. We will be creating new email lists to allow members to be a part of email discussions regarding major issues. For instance, we will begin an email discussion about mandatory retirement at the end of January.

We request that you be a part of our email list as your comments and opinions are valued. Members

who are currently included in the Faculty Association email list will automatically be included in the new mandatory retirement email list. If members would like to join our general email list and/or join our upcoming mandatory retirement email discussion, please see the following:

- To join the Faculty Association Mailing List: Send an email to majordomo@interchange.ubc.ca with the subject line “subscribe faculty-association.”
- To join the Mandatory Retirement Mailing List: Send an email to majordomo@interchange.ubc.ca with the subject line

- “subscribe faculty-retirement.”
- To remove your email address from the General Mailing list, please email us at faculty@interchange.ubc.ca with the subject line “UNSUBSCRIBE faculty-association.”
- To remove your email address from the Mandatory Retirement discussion, click on the unsubscribe link that appears in each message sent regarding Mandatory Retirement.

Officers

Elliott Burnell
Chemistry, 2-3883
President & Chair, SEBC

Brenda Peterson
Library, 2-4959
Vice President

Keith Bunnell
Library, 2-3748
Treasurer

Gloria Joachim
Nursing, 2-7463
Secretary

Members at Large

Martin Adamson
Zoology, 2-3374

David Green
Economics, 2-8216

Elizabeth Hodgson
English, 2-2358

Nancy Langton
Sauder School of
Business 2-8393

Stephen Petrina
Curriculum Studies, 2-5325

Lorraine Weir
English, 2-2942

Committee Chairs

Richard Sullivan
Social Work & Family Studies,
2-4278

Personnel Services

Elliott Burnell
Chemistry, 2-3883
Salaries & Economic Benefits

Petra Ganzenmueller
Central, Eastern and Northern
European Studies, 2-2169
Sessional Faculty Committee

To be appointed
Status of Women

Association Staff

2-3883

Rosanne Hood
Executive Director

Susan Palmer
Membership Services Officer

Brian Green
Membership Services Officer

Michelle Bogdan
**Assistant Membership
Services Officer**

Nancy Lovelace
Office Manager

Ranjit Sundur
Communications Assistant

Sessional Sentinel

COCAL – A Coalition Of Strength For Sessionals

Petra Ganzenmueller,
Sessional Faculty Committee

Sessional faculty at UBC share a sad reality with colleagues across North America: they tend to work in isolation. With many departments doing little to include their sessional members in departmental affairs, these academics are all too often left without a collegial network. Whether departments do not care to put sessional instructors on departmental email lists, or do not keep a list of all faculty accessible to them, the result is the same: a feeling of alienation and loss — loss of professional involvement in the social, personal and intellectual fabric of their academic unit, loss of viable working relationships and of mutually fruitful collaborations and, in the final analysis, a loss of career opportunities. And yet your losses are the losses of your department, for exclusion entails segregation which in turn both divides and weakens the academic community while inclusion promotes and strengthens it.

Although the instability of employment of sessional academics is part of the problem, there are departments at UBC which successfully integrate all faculty. This can significantly improve job satisfaction in many different ways. It requires, among other things, a deliberate attempt at keeping track of contingent faculty and making that information available along with involving everyone in the life of the department. It also takes a department head who is aware of both the valuable and essential contributions sessional academics make and the needless difficulties they encounter daily at the workplace. After all, it is the head who in his/her position of leadership and responsible stewardship should lead the way in remedying inequities and in facilitating integration within the academic unit. We are always on the look-out for best practices of

both heads and departments.

Your Faculty Association is not the only organization committed to improving conditions of employment -- COCAL shares this commitment. The Coalition of Contingent Academic Labor is a dynamic group of faculty associations, unions and individuals that has grown from a US-based network into a continental one. It defines itself as a floating conference and a network of North American activists working to improve higher education through the collective achievement of job security, livable wages,

**Out of this
partnership evolved
a collaborative
spirit which is now
manifesting itself in
Vancouver hosting
the next conference in
2006, COCAL VII.**

academic freedom, and time and resources for academic research and professional development for non-tenure track faculty (see www.chicagococal.org). Fair Employment Week at colleges and universities is only one of the events which it supports. In reaching out to a trans-national community in the US, Canada and Mexico, causes such as war, health care, free trade and human rights are also on their agenda. As these issues become more prominent, it is organizations like COCAL which act as intermediaries to lend collective support to the betterment of the societies we live in. It is an ally in the ongoing struggle to defend the strength and freedom of faculty as a key to maintaining accessible, quality higher education and, ultimately, free

inquiry for a democratic society.

The UBC Faculty Association has been an active member of this network since attending COCAL's conference in Montreal in 2002, then again in Chicago in 2004. Out of this partnership evolved a collaborative spirit which is now manifesting itself in Vancouver hosting the next conference in 2006, COCAL VII.

This will be an exciting opportunity to formulate and facilitate the flow of ideas in workshops, plenaries, presentations and brainstorming activities on contingent academic labour issues. Organizations, groups and individuals from geographically and demographically diverse regions will share their tactics, themes and visions on accountability in higher education. In the months to come, the UBC Sessional Faculty Committee will be directly involved in all aspects operational.

COCAL VII will provide a much-needed point of convergence where leadership and cooperation break down isolation and lack of integration.

If you would like to participate in planning this event, or if you have suggestions, comments or contributions regarding the above, please contact

Petra Ganzenmueller
email: pegacom@interchange.ubc.ca
tel: 604-822-2169

Brian Green
email: bg@interchange.ubc.ca
tel: 604-822-3883

“Retirement”
...continued from page 1

retirement on workers at UBC. There is simply legislation that enables firms and workers to make mandatory retirement part of their employment relationship. Essentially, under BC’s labour legislation, employees are protected from discrimination based on age until they are 65, but employees age 65 or over cannot file a complaint if they are obliged to retire based on their age. Thus, if we, in conjunction with the administration, decide to eliminate mandatory retirement, there is nothing to stop that from happening.

UBC itself has had mandatory retirement in place since 1978. Mandatory retirement is defined in the following terms:

- A full-time member whose 65th birthday falls between January 1 and June 30 inclusive will continue in his or her rank and salary with applicable benefits until June 30. A faculty member whose 65th birthday falls between July 1 and December 31 inclusive will continue in his or her rank and salary with applicable benefits until December 31.
- A sessional lecturer or other part-time faculty member who reaches his or her 65th birthday during the term of his or her appointment may continue in service until the expiry date of the appointment.

There are exceptions to mandatory retirement, however. In January 2003, the then Vice-President Barry McBride introduced before Senate a proposal for a retirement and post-retirement policy which he stated “simply formalized the current practice at UBC”. It is worth quoting the proposed policy document (the full version of which is posted in the minutes of the meeting on the Senate web site) at some length:

“1. Mandatory Retirement: Except as may be explicitly set forth in this Policy, the mandatory retirement age is 65 years.

2. *Special-Purpose Post-Retirement Appointments: Where there is an immediate and specific need and it is in the best interests of the University to reappoint a retiring or retired faculty member to meet that need, a special-purpose post-retirement appointment may be made for a term of up to one year at a time.*
3. *Post-Retirement Employment Contracts:*
 - a) *A limited number of exceptional faculty who have received the highest acclaim from the academic community and who continue to distinguish themselves as scholars will be eligible for consideration for post-retirement contracts.*
 - b) *Post-retirement employment contracts will only be made if it can be demonstrated that the benefits to the Faculty outweigh the advantages of making a new faculty appointment.*
 - c) *Post-retirement employees will not be tenured.*
 - d) *Post-retirement employees will be expected to teach and maintain a strong scholarly program.*
 - e) *Post-retirement employment contracts require the approval of the Provost.*
 - f) *Post-retirement employment contracts are not a right or a reward and will be approved only if they are in the best interests of the University.”*

The Pros and Cons

Mandatory retirement is, at its core, a human rights issue. Requiring a worker to retire because of her or his age is clearly discriminatory. However, in many parts of our society we restrict individual rights and liberties if the social benefits from doing so are deemed to be sufficiently large. The questions we need to ask ourselves essentially come down to deciding whether the benefits to the university community as a whole (both now and in the future) outweigh the costs in terms of individual liberties.

For those who argue against mandatory retirement, the discriminatory nature of the rule is probably the leading reason they dislike it. Mandatory retirement removes the ability of individuals to determine for themselves when

they are ready to leave the work force. However, this is not the only reason presented in opposition to the policy. Workers who have had less time to build up pension entitlements are disproportionately harmed by a fixed retirement date. This may be particularly relevant for female faculty members who may have delayed entry into full-time employment for family reasons. The demographic logic of baby booms and echoes may also imply a need for universities to keep workers on longer as universities are faced with an older-age heavy professoriate and a surge in undergraduate applications. If that is the case then we might prefer a solution that affects all faculty equally over one that involves extensions on a case by case basis, with the associated possibility that the choices on who gets to stay appear arbitrary or unfair.

An additional argument relates to UBC’s position within the North American community of universities. If other universities both in the US and, increasingly, in Canada do not have mandatory retirement then we could lose interesting, dynamic members of our faculty who do not want to retire at age 65 to other universities. Some people may leave well before age 65 in order to establish themselves at their new institution sooner. There are concrete examples of this at UBC, with a former Dean of Arts leaving for this reason and the Department of Economics missing out on the chance to welcome a Nobel laureate specifically because the university was unwilling to ease mandatory retirement for him.

Those in favour of maintaining mandatory retirement argue that the benefits to the university community do outweigh those costs. The primary benefit is often argued to be that mandatory retirement guarantees an ongoing revitalization of the scholarly community. Requiring older faculty to retire opens up new positions for young applicants, bringing in fresh perspectives and ideas. A second benefit may also be found in human relations is-

... continued on page 5
See “Pros and Cons”

“Pros and Cons”
...continued from page 4

sues within the university. A faculty member who is not performing up to generally accepted standards can be gracefully retired at age 65 under the current system. Without mandatory retirement, that individual would be forced to face a direct evaluation and decision on her or his competence. Indeed, in more general terms, the removal of mandatory retirement at other universities has been accompanied by the introduction of an ongoing evaluation process. This has the potential to weaken the power of tenure to provide a protection for scholars pursuing ideas outside the mainstream of their particular discipline and also to reduce collegiality within the university. Finally, the other main argument raised against removing mandatory retirement is fiscal. Some people argue that replacing older, expensive faculty with younger, lower-salaried faculty is the only way for universities to continue to operate in times of fiscal restraint. Moreover, removing mandatory retirement will require a complete restructuring of pay scales and pension and benefit entitlements if the policy change is not to bankrupt the university. It is not easy to fully predict what those changes will ultimately entail.

There are also arguments that cut both ways. Retirement can be a positive decision but it can also be seen as a troubling judgement on one's abilities. Being suddenly declared redundant can carry with it a psychological burden that can affect a person's health. Whether this argues in favour or against mandatory retirement, though, is unclear. Being declared redundant based on something that is clearly not in one's control (i.e., reaching age 65) may be less damaging than being pushed out through a review process that concludes the worker is not up to the job any longer. Even buy-out packages may seem worse than mandatory retirement if they are accompanied by the implicit statement that the worker is no longer wanted on the job.

This list of pros and cons is not intended to be exhaustive. If

anything, it highlights the huge amount we don't know. To make an informed decision, one would like answers to a very long list of questions. Does the university use the exemptions to mandatory retirement very often, and under what circumstances? Are there many faculty members who are in the situation of not having built up a sufficient pension entitlement by age 65? Will UBC face a faculty shortage in the next few decades? What has been the experience of other universities which have removed mandatory retirement in terms of human relations, the impact on the power of tenure, and wage and benefit patterns?

It is also worth noting that the solution we seek may not be as black and white as the “pro versus con” exposition would suggest. It is possible that a middle ground with, for example, a gradual retirement process in which faculty move more and more toward part-time status after a particular age or a simple increase in the age of mandatory retirement may be the policy favoured by most members.

The Process

In the next few months the Faculty Association will implement a process designed to disseminate information, encourage debate, build a consensus and, ultimately, determine a policy position. This process will involve a series of inter-related initiatives.

A “town hall” type meeting will be held on February 24, 2005 at the Instructional Resource Centre (2194 Health Science Mall), Woodward 2. At that meeting we will have both a debate between a few local proponents and opponents of mandatory retirement and open microphone time. The goal will be to begin to set out the issues on both sides of the debate.

Also we have implemented an Association email list-serve specifically for the debate about mandatory retirement at UBC. In part, the list-serve will be run as a neutral information source. It will announce articles we have located on mandatory retirement and posted on the web-site for members to read. We

will also post answers to related questions such as how many faculty members will reach age 65 in the next few decades. In addition, the list-serve will also provide an ongoing forum for debate. Members may post contributions on mandatory retirement to seek information or to try to convince their colleagues of their opinion. Member participation will be crucial for this list-serve to work. We will happily take recommendations on useful articles to post on our web-site and good questions to try to address. In addition, if members have information in the form of numbers or arguments that they feel is relevant we welcome those postings. The best source of information is likely to be the people who are most interested in the debate.

We will complement the activity on the list-serve with further meetings dedicated to discussing mandatory retirement as necessary. These meetings will build on what is happening on the list-serve and, potentially, bring in people from outside UBC with experience and expertise in this area. Throughout the process we will ask for the administration's participation. We are all interested in building a policy that is good for the university as a whole. To do this, we will need both to know the administration's position and to interact with them in the debate.

The above process is designed to help the Association develop a concrete thoughtful and representative position on the question of mandatory retirement. The level of involvement in the process will also determine the energy with which the Faculty Association pursues this issue relative to other issues of concern to the membership. So get informed and get involved. This is your chance to push the agenda on a topic of great importance to us all.

To join the Mandatory Retirement Mailing List: Send an email to majordomo@interchange.ubc.ca with the subject line “subscribe faculty-retirement.” Note that the list-serve already includes all members who receive emails from our main list-serve, faculty-association@interchange.ubc.ca

The Election and Beyond

Norma Wieland
President, CUFA/BC

The fixed election date of May 17, 2005 takes the guesswork out of deciding when we should increase the pressure on candidates and parties to address the problems facing BC public universities. That time is NOW!

In contrast to most previous elections, this time post-secondary education issues will play a large role in the efforts of the two main parties to woo voters.

The greatest issue facing BC universities is the ongoing challenge of accommodating student demand. This past fall, our universities turned away 1,474 students who were qualified for admission but for whom we had no space.

Some might be tempted to blame this problem on the current BC Liberal government, but the previous NDP government also made its contribution. In the last four years of the NDP administration, 5,164 qualified students were turned away from BC universities. During the past four years of the Liberal government, 7,052 students were turned away.

To their credit, the BC Liberals have made efforts to accommodate student demand. The drop in the turnaway rate of three percentage points between 2003 and 2004 is evidence that these efforts are having some effect.

Where the Liberal government has fallen down, however, is in providing sufficient funding to create new student spaces in 2005 and beyond. The only apparent solution to this projected funding shortfall is further tuition increases, which will make BC university tuition fees the second highest in the country.

If the NDP forms government, they have promised to resurrect the tuition freeze. Unfortunately, the party has yet to provide full details as to how it will compensate universities for lost revenue—a fatal flaw in their previous attempt to

control student costs.

As parents, educators and citizens, we must make clear to the governing Liberals, the NDP and the other political parties that government must pay its fair share in maintaining the high quality of our public universities.

This includes fully funding graduate students—our future professors, innovators, researchers and educators. The ability to attract top graduate students depends on our ability to offer competitive funding packages, or we lose them to jurisdictions which can.

Apart from our students, the universities' greatest resource is

As parents, educators and citizens, we must make clear to the governing Liberals, the NDP and the other political parties that government must pay its fair share in maintaining the high quality of our public universities.

their faculty. We compete in a national and international market for the very best scholars, teachers and researchers. If salaries at BC universities do not keep pace with the cost of living increases (and they haven't) then our universities are at a disadvantage when it comes to recruitment and retention.

The government imposed wage freezes of the last several years—a legacy of the previous NDP administration that the current government embraced unreservedly—have made it more difficult to attract and retain top faculty at a time when many people are mobile

and can more easily be lured away by head hunters.

On December 8 2004, Gary Collins, the then Finance Minister stated: "When the next mandate's put in place, which would be after the 2005-06 fiscal year, it won't be zeros." No matter which party comes to power after the May election, it's clear the government will have to relax (or dare we hope eliminate?) public sector wage controls.

What are our prospects? Prospects are never higher than just before an election. This is when candidates and parties listen more carefully to their constituents and to interest groups. We look forward to meeting in the near future with the new Minister of Advanced Education, Ida Chong, to advise her of the needs and concerns of the universities.

Both the BC Liberals and the NDP have identified post-secondary education as an important issue in the May 17th election. The two billion dollar surplus will enable whichever party forms the next government to restore core funding to universities, end the public sector wage freeze and maintain a fair balance between tuition fees and government's share of post-secondary funding.

Our task is to keep the issues in front of the parties and the candidates. The Confederation of University Faculty Associations of BC will be doing its part—we hope that you will do your part too.

CAUT Conference Report

Richard Sullivan, Chair
Personnel Services Committee

As Personnel Services Chair, I had the opportunity to attend two CAUT conferences in the fall; a western regional conference in Winnipeg on academic freedom in October, and a senior grievance officers' conference in Ottawa in November. Both of these events were extremely useful. Particularly as I am new to this role this year, it was instructive to learn from peers in other universities across the country. We were not the only institution to experience a disappointing round of bargaining last year. Nor were we the only faculty association whose bargaining was encumbered by government interference. In effect, we bargained with the Public Service Employers Commission (PSEC) while the university's bargaining team stood as PSEC's proxy in all areas related to money. This process served as a backdrop to our own and CAUT's conference on academic freedom.

The Winnipeg conference, with an introductory speech by U of W President Lloyd Axworthy, explored the multiple potential incursions on academic freedom that may be implicit in research funding arrangements and contract bargaining processes. One very clear message was that vigilance to the collective agreement is essential in order to learn how it is working in practice and to identify omissions that will need to be addressed in the next round.

The period between contracts also provides an opportunity to attend to social care issues. It is inevitable that a large university with a workforce of several thousand will have incidence levels of disability and illness reflective of the general population. The Ottawa conference identified a need for creativity and flexibility in addressing human conditions that may not be adequately addressed

in collective agreements and that require a humane response beyond attention solely to contract compliance. Several conference participants addressed the need for partial and part-time long term disability (LTD) coverage (something which we have recently implemented), for example, and it was noted that this is sometimes a problem for insurance carriers. Institutions that are self-insured seem to address this need more easily. Similarly, central funding in this area takes the pressure off departments where partial LTD may be a barrier to filling in behind the affected member. Health and safety concerns may also present unique challenges.

This is one area where the general advice to "work now, grieve later" does not apply. The tragic example of the two University of Manitoba employees who contracted cancer secondary to asbestos exposure was a poignant reminder of the importance of seeking input from a government inspector when a worker and the local health and safety committee disagree on the safety of working conditions. The conference highlighted the importance of contract language that references provincial health and safety statutes that may be amended from time to time. Even where the collective agreement is not adequately specific in this regard, the conference was advised that associations have access to their provincial labour relations boards for a review of an employer's obligations to ensure conditions that enable workers to safely perform those tasks for which they were hired. The duty of reasonable accommodation applies here as it does in the case of disability.

Another challenge to personnel services committees in their effort to monitor the collective agreement derives from the obligation to balance collective and individual rights. The right of exclusive representation that inheres in an association's right to bargain on behalf of its members carries with

it the duty of representation. A 2004 decision by the Quebec court (Roi vs the Public Service Union of Quebec) obliged the union to interpret its obligations under the Health & Safety Act and the Human Rights Act even if those acts are not expressly referenced in the collective agreement. Rather these acts are deemed to be assumed in the collective agreement. This does not oblige the union to take every grievance forward to arbitration, but human rights principles must be considered. The process by which the employees' representative determines whether or not to take a grievance forward cannot be arbitrary or in bad faith.

A faculty association is not obliged to seek legal advice in all cases or to bring every complaint forward. Where legal opinion is sought, however, the association must provide a full summary of its investigation into the facts of the complaint. Otherwise the legal opinion will be as limited as the brief. Conferees were advised that associations' grievance officers or personnel services committees ought not presume to act as the member's agent. The duty of fair representation must not compromise our obligations to the collective but rather these must be balanced with each other. The language of the collective agreement and our own constitution can give guidance to this balancing process.

In summary, both conferences were an invaluable introduction to the resources and collective wisdom of the CAUT. Participants' input into future conference planning recommended continuing attention to academic freedom and challenging social care issues. While our own contract cycle is brief this time, the next two years provide an opportunity and a challenge to be vigilant to concerns arising within these areas.

Winter Open House

We were thrilled to see how many faculty members braved a rainy and cold day to join us at our Open House on December 3rd. Here are a few photos of the festivities. A big thank-you to everyone who came by to celebrate end of term with us.



Open Journal Systems

Rowland Lorimer, Director
Canadian Centre For Studies in Publishing (SFU)



On January 14, the Public Knowledge Project (PKP — www.pkp.ubc.ca) headed up by John Willinsky signed an agreement with the Canadian Centre for Studies in Publishing (CCSP — www.ccsf.sfu.ca) and SFU Library (www.lib.sfu.ca) that sees Simon Fraser University Library become the official home of Open Journal Systems (OJS) and Open Conference Systems (OCS). These 'systems' are open source software packages that allow scholars to manage and publish journals (OJS) and manage and publish proceedings of conferences (OCS). They are enormously efficient pieces of free software to which the CCSP has contributed by adapting them for use by subscription-based journals. The Canadian Journal of Communication (www.cjc-online.ca) has a working example of the software on their web-site.

The role of SFU Library is to provide a hosting service. This involves the provision of servers, security and back-up so that data cannot be lost and access is uninterrupted as well as providing additional advice. Although the software is free (and can be installed on a Web server at your institution), SFU Library's hosting and support service operates on a cost-recovery basis. Having run a journal for nearly 10 years from our own servers, and having overseen the migration of the Canadian Journal of Communication to Open Journal Systems and to the library servers, let me say that the charges are well worth it.

This partnership will serve as a foundation for a five-university national consortium — SFU, UCalgary, UToronto, UMontreal and UNB — that will put in place the technological infrastructure to allow all Canadian scholarly journals, starting with social science and humanities journals, to publish online should they wish to do so. The software has been written so

that full access can be provided to subscribers, and journals can define a moving wall to make back issues available to all who might wish to access them.

The national consortium is seeking funding to assist in the cost of developing this service and of making it a five-centre interoperable, international standards-based, searchable database of journals, with provision for including Canadian journals that operate outside of the five centres.

I would encourage you to bring this service to the attention of all of your colleagues who are involved with journals. There is no better non-proprietary journal publishing software than the OJS software and both the PKP project and the CCSP have a continuing commitment to adding features and improving functionality. The software makes journal and conference content 'Open Archives Initiative' compliant, enabling it to be indexed by the major research search engines. As a beginning, it would be great if all BC journals were to begin to use the OJS software and we could build from there. Already OJS is being used by a considerable number of journals around the world.

John Willinsky (john.willinsky@ubc.ca) remains interested in discussing with journal editors and scholarly association leaders different ways in which their journals can increase readership and access by taking advantage of these new technologies. For further information you may also contact Mark Jordan, Acting Co-ordinator of Library Systems at SFU (mjordan@sfu.ca) or Brian Owen, Associate University Librarian at SFU (Brian_Owen@sfu.ca).



Group Insurance Program for UBC Faculty

Access to preferred group rates and expert advice

Private Client Services
A division of ENCON Group Inc.

Most people have residential insurance, but not everyone has access to competitive group rates. As a faculty member of the University of British Columbia, you do. Why not take advantage?

The UBC Faculty Association's Group Residential Insurance Program is available to all faculty members, spouses and dependent children. It is administered by Private Client Services (PCS), one of the leading personal insurance brokers in Canada, and is underwritten by The Dominion of Canada General Insurance Company.

A key advantage to working with the personal insurance brokers at PCS is their in-depth insurance knowledge. They take the mystery out of insurance by explaining coverage options and limitations, and they ensure that you understand your coverage options.

To help you control your insurance costs and ensure that you are adequately covered, the experts at PCS offer the following suggestions:

- **Maximize your discounts.**
Take advantage of the discounted rates offered through your Group Residential Insurance Program. You may also be eligible for additional discounts depending on your age, claims history and other variables—and, as an added bonus, there is no maximum cap on the discounts that are offered under your program.
- **Consider installing an alarm system.**
You will qualify for an additional discount of up to 15 per cent when you install both a fire and a monitored burglar alarm system into your home.
- **Increase your deductibles.**
The higher your deductible, the lower your insurance premium.

- **Don't under/over-insure.**
You should estimate the value of your possessions, including taxes, and update your inventory at least once a year, so that you are not under-insured. Also, you can never claim for more than what has been the actual loss to insured property, which does not include the market value of the underlying land. Therefore, be careful not to over-insure your property.
- **Tell your broker about major changes.**
If you are planning any home renovations, running a small business from your home, or taking a sabbatical and renting out your home, certain restrictions may apply to your coverage. Be sure to tell your broker so that you are adequately covered.
- **Prevent losses before they happen.**
Complete a regular safety inspection around your property to identify and remove any potential hazards.
- **Make arrangements to have your home checked while you are on vacation.**
During the heating season, if your home is unoccupied for more than four consecutive days, you must arrange for a competent person to enter your home on a daily basis. This will ensure that you are covered for freezing of pipes and the rupture or escape of water from the plumbing or heating system.
- **Report insurance fraud to Crime Stoppers.**
Insurance fraud drives up the cost of insurance for everyone. You can anonymously call Crime Stoppers to report a case of insurance fraud, and you may be

eligible for a cash reward if your tip helps an insurer successfully investigate a fraud.

- **Be sure to review your insurance needs regularly.**
Call your broker for a complete review to ensure you are adequately insured and that all available discounts have been applied.

For more information on the UBC Faculty Association Group Residential Insurance Program, to obtain a quote or provide your expiry dates for a quote when your coverage renews, please call: 604-669-3566 or 1-800-665-0765.

Private Client Services, a division of ENCON Group Inc. and a member of Marsh & McLennan Companies, Inc. (MMC), is one of the largest personal insurance brokers in Canada, offering the strength and stability of a national company with a commitment to personalized service at the local level. For more information, visit www.pcs-insurance.ca

[Article sources: Insurance Bureau of Canada and the Insurance Brokers Association of Canada.]

UBC Faculty Association's Group Residential Insurance Program

Coverages are available for a wide range of products including:

- Homeowners
- Tenants
- Condominium Contents
- Rental Properties
- Seasonal Residences
- Watercraft
- Travel Medical

“Policy 85”*...continued from page 1*

tary recognition under the Labour Code, it is not a certified labour union, and has traded the right to strike, instead relying on binding arbitration and a no lockout clause.

Because UBC will now become the employer for some members of the OUCFA, a variety of representation issues must be worked out. In light of this, the OUCFA executive approached both the UBCFA executive and the UBC administration last fall for preliminary, non-prejudicial discussions concerning faculty representation, specific rights and benefits, and the transition to UBC-O. A most important issue for the OUCFA involved seniority rights and the method by which their members are placed in the new institutions, either UBC-O or Okanagan College. Issues such as these led to an OUCFA submission to the Labour Relations Board (LRB) last November, requesting that UBC be prevented from offering employment to OUCFA members until UBC was formally recognized as a successor employer to OUC. The status of successor employer brings with it certain obligations under the Labour code.

The LRB declined to stop the distribution of offer letters at the time and has since ruled that UBC is a successor employer under the law. The Labour Board has now turned its attention to the complicated question – what does this mean for faculty at the two UBC campuses?

The two faculty associations have agreed that, although these matters are still before the LRB, a negotiated agreement is preferable to a ruling handed down by the Board, and faculty interests are best served by open discussion and cooperation between the two organizations. Hence, representatives from the UBCFA and the OUCFA met on January 22, 2005 to discuss these matters. The meeting was productive and discussions are continuing. We shall provide updates as soon as possible. In the spirit of open dialogue we would like to

hear from members who have any concerns about how the creation of UBC-O and / or the merger of the members of the UBCFA and OUCFA might affect them.

The UBCFA Executive has appointed the following to serve on its team in discussions regarding UBC-O: Elliott Burnell (president), Brenda Peterson (vice president), Richard Sullivan (chair, Personal Services Committee), Nancy Langton (member at large), Brian Green (Membership Services Officer) and Rosanne Hood (Executive Director).

**Proposed revisions to Policy 85
--- Scholarly Integrity**

Proposed changes to Policy 85 were published in UBC Reports December 2, 2004. This is the policy that deals with allegations of scholarly misconduct by UBC personnel, including faculty, staff and students. We have responded to the proposed changes, and raise as particular concerns the following:

- We have objected to the proposed removal of reference to “academic freedom” from the policy. Academic freedom is central to the context in which academic integrity must be understood, and it is a key principle underpinning the Collective Agreement between Faculty and UBC.
- The proposed process for dealing with allegations of misconduct is seriously flawed. The policy fails to provide an adequate role for either the member or the Association in the initial stages, prior to investigation. We hold that members run undue risk of damage simply by having to undergo an investigative process, and must have an opportunity, with representation by the Association, to seek to have allegations dismissed before any investigation is launched. What is more, the policy suggests that investigations may be launched even where complainants remain anonymous, a possibility which

contradicts the principles of natural justice on which the policy purports to base itself. At very least, the investigation process must incorporate the following:

- a. Right of the member to know of the allegations, the complainant’s identity, and any documentation prior to the investigation being launched;
 - b. The right to be represented by the Association from the earliest stages;
 - c. The right of the member and / or the Association to make the case that the allegations should be dismissed without investigation.
- Throughout the policy, rights to information must be maintained. That is, a respondent and his / her representative must have a right to copies of all documents used in the investigation. All materials should be promptly transmitted to the respondent and his / her representative.
 - Finally, the respondent must have a right to comment not only on the draft report which goes to the Vice President, but on the final report as well, and such response must be included in the materials reviewed by the Vice President or designate. All materials should be promptly transmitted to the respondent and his / her representative.

The Association has informed the University that further discussion is necessary before any policy revisions are presented to the Board of Governors. We have made it clear that all policy matters affecting faculty employment issues need to be discussed thoroughly, and that the current Joint Committee on Academic Freedom and Intellectual Property seems an appropriate place to begin.



FINANCIAL PLANNING LECTURE SERIES '05 A Five Part Series for UBC Faculty Members

Sponsored By
The UBC Faculty Association
in conjunction with UBC Continuing Studies

Time: 12:10 – 12:55 pm

Rm 200, Geography Bldg, 1984 West Mall

<p>February 2 <i>Prof. Tony Sheppard, Faculty of Law</i></p>	<p>Tony's Tax Tips: Fiscal Finesse for Frugal Faculty This session features an update on tax planning for all UBC faculty members, focusing on: employment benefits and expenses, professional development reimbursement, research grants, supplementary pension plans, sabbatical leaves and tuition waivers.</p>
<p>February 9 <i>Helmut Pastrick, Chief Economist, Credit Union Central of British Columbia</i></p>	<p>Understanding Vancouver's Real Estate Market for Success with Buying and Selling You'll leave this session with a good macro-overview of the current housing market's position and strength. An analysis of where the housing market is going and how it may arrive there based on trends and developments in interest rates, the economy, population growth, government factors and housing sales will be presented.</p>
<p>February 23 <i>Jim Rogers, Chairman, Rogers Group Financial Ltd.</i></p>	<p>Effective Retirement Income Planning Throughout Your Career At this session you will learn how to make the most effective use of your UBC Faculty Pension Plan in anticipation of and during your retirement- in consideration of both the government retirement benefits (OAS, CPP) to which you may be entitled, and your own savings and investments.</p>
<p>March 2 <i>Rob Heinkel, Vice-Chair, UBC Faculty Pension Plan, Diane Fulton, Ex. Director, Investments & Cheryl Neighbour, Ex.Director, Operations</i></p>	<p>You and Your UBC Pension Fund The UBC Faculty Pension Plan is structured to provide its members with choices to tailor their pension accounts to meet their own individual needs, both during their working career and during retirement. The presenters will give an overview of the Plan, its recent performance, and the different investment options available to members. Long-term strategies for you to consider will be outlined, as well as a discussion of the risks involved. Retirement vehicles offered by the Plan will be outlined.</p>
<p>March 9 <i>Kirsten Jenkins, Associate, Bull Houser and Tupper</i></p>	<p>New Developments in Estate Planning: Resources to Help You Start Planning Now There have been significant changes in the law related to estate planning in the last few years. As a result, there are new challenges as well as new tools available. Topics will include elements of a basic estate plan; considerations when drafting your will, including children, planning for incapacity, including powers of attorney and representation agreements; and possible strategies to minimize probate fees payable.</p>

All members of the Faculty Association are invited to attend these informative sessions. No advance registration is required but seating is limited.

**Faculty Association of the
University of British Columbia**
112 - 1924 West Mall
Vancouver, BC V6T 1Z2
604-822-3883 tel
604-222-0174 fax
faculty@interchange.ubc.ca
<http://www.facultyassociation.ubc.ca>