

2005/2006 Salary Increases?

Compression Funds

Elliott Burnell, President

As we are about to start the second year of our two-year agreement, department heads are currently considering the award of discretionary funds to members. Even though the general increase is zero percent as mandated by provincial government wage controls, the agreement does allow for the distribution of some salary increases. There is the usual Career Advancement Plan which consists of a pool of 1.25% for career progress increments (CPI) which are distributed according to the agreement (see eligibility on page 3). There is a pool of 0.75% for merit which is distributed by the department head in consultation with colleagues, and there is a pool of 0.5% for Performance Salary Adjustment (PSA) which is meant to address anomalies, inequities and

long-term merit.

In addition there is \$0.5 million to be distributed by department heads to address salary compression. Compression of faculty salaries arises (in part) because higher starting salaries are not reflected in the salaries of many faculty members who have been at UBC for a long time. A very large sum of money would be required to completely correct these anomalies. This problem has been addressed for some faculty members via special funds such as the \$1.6 million retention fund to be distributed at the discretion of the senior administration over the current two-year agreement. Some of these funds have in the past been used for the award of junior (salary increase of \$10,000 per year) and senior (salary increase of \$20,000 per year) Distinguished University Scholars awards. Nevertheless, there remain a considerable number of members who have over the years received numerous merit

and PSA awards and still find that their salary is low in comparison to reasonable expectations that could be based on current starting salaries. In fact many such persons find that their salary is very close to the new minimum scale established last year. The Faculty Association suggests that department heads use their share of compression funds to give special consideration to such individuals. The suggestion (made last year) is that larger compression awards should be given those members whose salary is closer to the minimum scale. See our web site (<http://www.facultyassociation.ubc.ca/compression/compression-details.html>) for a spreadsheet that can be used to guide department heads as they distribute these funds.

See page 3 for more details on compression funds and other salary issues.

Looking for BC Election Information?

Want to get behind the election headlines to learn more about the positions of the parties on key post-secondary education issues? Then head on over to the Varying Degrees web log (or blog) for news, information and analysis on the

issues that matter to BC's public universities. Varying Degrees is a service provided by the Confederation of University Faculty Associations of BC and is located on the net at www.cufa.bc.ca/blogs

Inside Focus

- 2 Distinguished Academics**
- 3 Minimum Scale**
- 4 Meet the Executive**
- 6 Sessional Sentinel**
- 7 Arbitration Award**
- 8 Stressed?**

Distinguished Academics Awards

UVic Biologist and SFU Anthropologist Recognized for Outstanding Community Contributions

Confederation of University Faculty
Associations of BC

A University of Victoria biologist who brings together researchers and students to help people with disabilities, and a Simon Fraser University anthropologist and linguist who preserves and teaches aboriginal languages were honoured on April 13th by receiving this year's CUFA/BC Distinguished Academics Awards.

UVic biologist Nigel Livingston was named Academic of the Year for his work in creating and sustaining the University of Victoria Assistive Technology Team (UVATT), which designs and builds devices to assist children and adults with disabilities to better interact with the world around them. SFU anthropologist and linguist Marianne Boelscher Ignace received the Career Achievement Award for her tireless work in documenting abo-

original languages and culture, and passing this knowledge on to new generations. These awards are presented annually to recognise faculty members at BC public universities who use their research to make contributions beyond the academy.

"Professors Livingston and Ignace are stellar examples of BC university faculty who use their considerable knowledge and skills to conduct research and carry out activities that directly contribute to the community beyond the academy," said Norma Wieland, CUFA/BC President.

"Prof. Livingston's team has developed a wide range of devices that include 'smart' tricycles for blind children, and a device to open laptop computers for individuals with mobility impairments," Wieland continued. "Prof. Ignace is helping

to bring aboriginal languages back from the edge of extinction—a literally priceless contribution to First Nations."

The CUFA/BC Distinguished Academics Awards are in their eleventh year and receive generous support from Sun Microsystems of Canada, the University of British Columbia, Simon Fraser University, the University of Victoria, the University of Northern British Columbia, and Royal Roads University.



Officers

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

Brenda Peterson
Library, 2-4959
Vice President

Elizabeth Hodgson
English, 2-2358
Treasurer

Martin Adamson
Zoology, 2-3374
Secretary

Members at Large

Ljiljana Biukovic
Law, 2-0312

David Green
Economics, 2-8216

Nancy Langton
Sauder School of
Business 2-8393

Charles Menzies
Anthropology, 2-2240

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

Brian Green
Membership Services Officer

Susan Palmer
Membership Services Officer

Michelle Bogdan
**Assistant Membership
Services Officer**

Nancy Lovelace
Office Manager

Ranjit Sundur
Communications Assistant

Funds Available for July 1, 2005

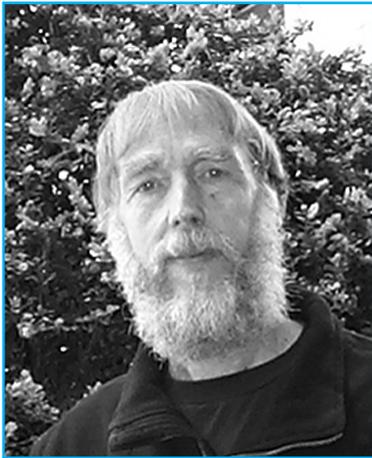
Fund	Eligibility	Amount Available	Distribution
General Increase		0	
Career Progress Increment	Continuing members of the bargaining unit (not Sessional Instructors)	A sum equal to 1.25% of 2004/2005 salary pool.	In units of 0, 0.5, 1, 1.5 or 2; amount per unit for 2005/2006 to be determined. The CPI unit amount for 2004/2005 was \$1213.
Merit	Continuing members of the bargaining unit (not Sessional Instructors)	A sum equal to 0.75% of 2004/2005 salary pool.	In units of 1, 1.5, 2, 2.5 or 3; amount per unit same as CPI unit.
PSA	Continuing members of the bargaining unit (not Sessional Instructors)	A sum equal to 0.5% of 2004/2005 salary pool.	In units of 1, 1.5, 2, 2.5 or 3; amount per unit same as CPI unit.
Salary Compression	All academic ranks.	\$0.5 million over two years (applied July 2004 and July 2005)	Determined by department head.
Retention	Continuing members of the bargaining unit (not Sessional Instructors)	\$1.6 million over two years (applied any time over the two year agreement)	University senior administration.

Current Minimum Scale

Years in Rank (July 2003)	Professor	Associate Professor	Assistant Professor	Instructor II	Instructor I	Senior Instructor	12-month Lecturer
0	87,933	74,568	59,988	59,988	50,268	59,988	48,268
1	89,148	76,390	62,418	62,418	52,698	61,810	50,090
2	90,363	78,213	64,240	64,240	54,520	63,633	51,913
3	91,578	80,035	66,063	66,063	56,343	65,455	53,735
4	92,793	81,858	67,885	67,885	58,165	67,278	55,558
5	94,008	83,680	69,708	67,885	58,165	69,100	57,380
6	95,223	84,895	70,923	67,885	58,165	70,923	59,203
7	96,438	86,110	72,138	67,885	58,165	72,138	60,418
8	97,653	86,718	72,745	67,885	58,165	73,353	61,633
9	98,868	86,718	72,745	67,885	58,165	74,568	62,848
10	100,083	86,718	72,745	67,885	58,165	75,783	64,063
11	101,298	86,718	72,745	67,885	58,165	76,390	64,670
12	102,513	86,718	72,745	67,885	58,165	76,998	65,278
13	103,728	86,718	72,745	67,885	58,165	76,998	65,278
14	104,943	86,718	72,745	67,885	58,165	76,998	65,278
15	106,158	86,718	72,745	67,885	58,165	76,998	65,278

2005 - 2006 Faculty Association Executive

Table Officers



Elliott Burnell
President



Brenda Peterson
Vice-President



Elizabeth Hodgson
Treasurer



Martin Adamson
Secretary

Committee Chairs



Petra Ganzenmueller, Chair
Sessional Faculty Committee



Richard Sullivan, Chair
Personnel Services Committee

President's Welcome

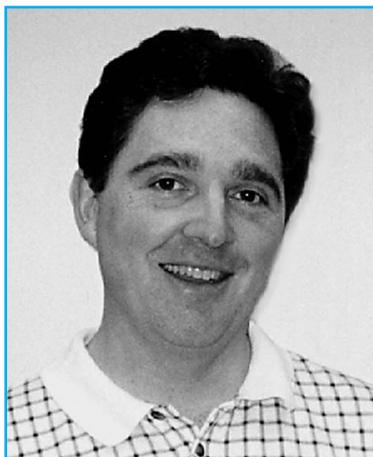
Many thanks to Keith Bunnell (past Treasurer) and Gloria Joachim (past Secretary) for their invaluable services as Table Officers -- we will miss you on the Executive. Welcome to our new Table Officers, Elizabeth Hodgson and Martin Adamson; thanks also to the outstanding service Brenda Peterson (our dedicated Vice-President), Petra Ganzenmueller (Chair of the Sessional Faculty Committee) and Richard Sullivan (Chair of the Personnel Services Committee).

2005 - 2006 Faculty Association Executive

Members-at-Large



David Green, Economics



*Charles Menzies,
Anthropology*



*Nancy Langton,
Sauder School of Business*



Lorraine Weir, English



Ljiljana Biukovic, Law



*Stephen Petrina,
Curriculum Studies*

We welcome Ljiljana Biukovic and welcome back Charles Menzies and Stephen Petrina, joining the Executive as Members-At-Large. A special thank you goes to Robert Hogg who ran for a Member-At-Large position -- although he was not elected we appreciate his willingness to volunteer his time on behalf of faculty interests and putting his name forward. Thanks also for their countless efforts to the Members-At-Large entering the second year of their term, David Green, Nancy Langton and Lorraine Weir.

Contract Academic Staff Committee

TAKING YOUR ISSUES TO A NATIONAL LEVEL

Petra Ganzenmueller,
Sessional Faculty Committee

The Canadian Association of University Teachers (CAUT) supports and sponsors eight year-round working committees. The objective is to promote the interests of academic staff¹ in the following areas:

- Academic Freedom & Tenure
- Collective Bargaining & Economic Benefits
- Contract Academic Staff
- Equity
- Status of Women
- Librarians
- Francophone Issues
- Clinical Faculty

Being primarily a federation of Faculty Associations, CAUT holds biannual face-to-face meetings for all of its committees in its hometown Ottawa. Consequently, twice each year in March and September, the Contract Academic Staff (CAS) Committee meets. This committee consists of nine members, including the Chair and a CAUT Professional Officer. The sessional members are representatives of the six faculty associations in Canada with the largest number of CAS, along with one rotating representation of a smaller Eastern university. Currently, the following post-secondary institutions are included: University of British Columbia, College of New Caledonia (BC), University of Alberta, University of Calgary,

University of Windsor (ON), University of Western Ontario, Mount Allison University (NB). The CAS committee acts as an advisory committee to the CAUT Executive to whom it is accountable. Its mandate is to monitor university politics, bring sessional issues to the forefront, and advance their cause on both a national and provincial level.

On March 4th and 5th this committee met again in order to address a long agenda. The first day opened with representatives giving a report on the status quo of their associations. Information was exchanged on collective bargaining progress, recent settlements, upcoming negotiations and the identification of current challenges and trends. One such challenge is the defence of academic freedom which is coming increasingly under attack. The remainder of the day was spent on reviewing policy statements and model clauses that members had received and worked through weeks ahead. *Policy statements* are the intermediate step between the final product, the *model clause*, and its precursor, the *discussion paper*. This three-stage process is designed to ensure maximum scrutiny before an issue ever advances to become a model clause, since it can serve as a blueprint for an association's contract language during bargaining. To further safeguard this procedure, every policy drafted by any of the eight CAUT committees is closely examined by every other committee. As a result, a typical model clause will undergo at least two levels of development and, at

the same time, inspection by seven other committees. Only then can it be presented to the CAUT Executive and finally to Council for approval. The policy reviews undertaken at our March meeting dealt with Financial Exigency, Terms of Employment for Academic Librarians, Freedom from Harassment, and others.

The second day of the meeting was spent on our committee's action list and current projects. Among the topics discussed were cancellation fees (i.e., stipends for course cancellations), inside outsourcing (e.g., teaching contracts given to retirees, teaching assistants) and a review of bargaining definitions (i.e., terms and definitions of the bargaining unit). The attention then shifted to our discussion paper on the pro-rata model of employment. Unlike the per-course-contract model presently in use for limited term employment at UBC, the pro-rata model defines all academic work as a percentage of tenured or full-time work. This approach warrants equal pay for equal work, with service, research, and teaching being proportionally recognized. I will provide you with more details on this as our committee's discussion paper and model clause become finalized.

The meeting ended with a discussion of Fair Employment Week 2005, an update on our Vancouver conference in planning COCAL VII (see Faculty Focus, January 2005, vol. 38), and a look ahead to the upcoming Contract Academic Staff Conference. This is the sec-

¹Academic Staff: term used by CAUT to be inclusive of all members of the bargaining unit, i.e. sessional faculty, tenure-track faculty, tenured faculty, librarians, program directors, advisors, etc.

... continued on page 7
See "Conference"

Promotion: Professional Case Arbitration

The Faculty Association has been pursuing an appeal of the denial of promotion of one member since July of 2002, and are hoping a final resolution is near.

This case has been unusual from a number of aspects. It is in a faculty that usually has “typical” academic or scholarly research cases, which is how this case was first viewed at the departmental level.

The collective agreement in Article 4.03 in the Conditions of Appointment for Faculty states:

“Evidence of scholarly activity varies among the disciplines. Published work is, where appropriate, the primary evidence. Such evidence as distinguished architectural, artistic, or engineering design, distinguished performance in the arts of professional fields, shall be considered in appropriate cases.”

The University’s Guide to Promotion and Tenure, put out by the Provost’s office, gives guidelines for dealing with professional cases in section 3. It reaffirms the contract language that creative or professional work of distinction ranks equally with scholarly research.

In this particular case, some con-

cerns were raised at the departmental level regarding the published work. After the Head met with the member and it was clarified and confirmed that this was a professional case, and that there was more scholarly activity than just published works, the Head supported promotion. The case for promotion was supported at the Dean’s level, and unanimously at the Senior Appointments Committee level. The President denied promotion and the Faculty Association appealed that decision. The case was then heard by an external arbitrator, who ruled that there had been both procedural errors that may have resulted in a wrong decision, and that the decision was unreasonable, and overturned the negative decision.

The collective agreement in Article 13 of the Conditions of Appointment for Faculty outlines the procedures for arbitration, and Article 13.07 specifically deals with the jurisdiction of the arbitrator. Article 13.07 c) states:

“When unreasonableness is a ground of the appeal the Board shall reverse the decision if it finds that on the grounds of the evidence the decision is unreasonable; otherwise it shall dismiss the appeal.”

The University used section 99 of the Labour Relations Code to appeal the decision of the arbitrator. After reviewing written submissions from both parties, the Labour Relations Board dismissed their appeal. The University Administration then filed an application for reconsideration of the award under section 141 of the Code, but it was ruled that there were no grounds for reconsideration. These two appeals by the University Administration have exhausted the procedures available under the LRB. The only other avenue available to the Administration to try to overturn the award would be through the courts.

There have been two main areas of dispute in this case. One has been the application of the collective agreement language dealing with professional cases, and the other has been the authority of the arbitrator to overturn a decision of the President in certain circumstances. The Faculty Association is actively pursuing resolution of this case. Although this case began in relation to a specific individual, the outcome will be applicable in other current and future cases.



“Conference”

... continued from page 6

ond such conference sponsored by CAUT. It is national in scope and will take place on June 1st, in conjunction with the Congress of Humanities and Social Sciences at the University of Western Ontario. The focus will be “Moving Forward: Achieving Equity for Contract Academic Staff.” The aim is to strike a balance between academic

discourse on sessional employment issues and practical directives on collective bargaining techniques (see www.caut.ca/en/events/upcoming/cas.asp for details). With UBC entering into collective bargaining in 2006, this conference will be of special interest and the UBC Faculty Association will be actively

involved.

If you have comments, questions or suggestions regarding the above, please do not hesitate to contact:

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

Stressed? Interesting Facts from Interlock

- ❖ Health Canada estimates that lost worker productivity due to mental health issues (including stress) drains about \$16 billion from the country's economy every year.
- *Workplace Today, January 2002*
- ❖ Three in ten (27%) Canadians experience stress in trying to cope with jobs, family, finances and world events.
- *Ipsos-Reid, 2001*
- ❖ Canadians mention work/job (45%) as their greatest cause of stress
- *Ipsos-Reid, 2000*
- ❖ 42 percent of Canadians in our national survey reported that workplace stress has a negative effect on how well they perform their jobs.
- *Canadian Mental Health Association, 1999*
- ❖ Nearly three million Canadians will experience depression at one point in their life. Most often, it affects people in their working years, between the ages of 24 and 44. Help can make a difference. Four out of five people with depression can be successfully treated.
- *Canadian Mental Health Association, 1996*

The Employee and Family Assistance Program (EFAP) is a confidential counselling service provided by Interlock for UBC Faculty Association members as part of the benefits program. Interlock can provide counselling on a variety of personal issues, including relationships, stress, depression, bereavement, parenting concerns, aging parents and cross-cultural issues.

A doctor's referral is not required – you can refer yourself by calling the Interlock office at 604.431.8200. It is completely confidential – the University is not told the identity of those using Interlock's services, and information shared with Interlock staff will not be shared with the University.

For more information call Interlock at 604.431.8200, or check out their web site:

<http://www.interlock-eap.com/index.htm>

**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>
