

President's Report

Elliott Burnell, President

The Faculty Association Fall General Meeting promises to be a lively one. We will bring forward two important issues: a discussion and vote on proposed constitutional changes to facilitate the inclusion of our Okanagan colleagues into the Association and a discussion and vote on a motion regarding making the negotiation on mandatory retirement a very high priority.

First, a report on the workings of the Presidential Search Committee. The committee has agreed on the profile document of the next President of UBC and this document will be made public once the Board of Governors has approved it. At its last meeting the committee started looking through

the list of potential candidates and this work will continue at future meetings. The committee has scheduled a series of meetings into the new year.

Constitutional Amendments

You will have received in the mail information about proposed changes to our Constitution and By-Laws. These changes are designed to include our new colleagues at UBC Okanagan into the UBC Faculty Association and to ensure their representation.

The UBCFA Constitution and By-Laws call for an Executive

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See "Constitutional Amendments"

Upcoming Events

3rd Annual UBC Health Symposium

2 November 2005
Life Sciences Institute

Fall General Meeting

27 October 2005 @ 4:00pm
Vancouver
IT Services / Telestudios, Room 0112
2329 West Mall
Kelowna
Arts Building, Room 386

Vancouver Public Library's Speak Up Series

October 24 - 29, 2005

Fair Employment Week

October 24 - 28, 2005

The People Plan is a B-Movie

Bill Bruneau
Department of Educational Studies

Air Canada lately has been showing "feel-good" movies on its Vancouver-Ottawa run. Cradled in the corporation's loving arms, I recently saw *Secondhand Lions*. It's a B-film, so it put the children to sleep, and slowly anaesthetized the rest of us. The flight was long, and as everyone knows, there is no escape.

That memory came back on reading *The UBC People Plan: Creating the Extraordinary. The Plan* (on the web at <http://www.peopleplan.ubc.ca/>) comes from the UBC Human Resources Department, and in its current draft

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See "People Plan"

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On October 3 and 4, the UBC Faculty Association hosted seminars on Promotion & Tenure processes and salary structure for faculty members in Kelowna. Four sessions of 15 – 20 people each met to review the current UBC Collective Agreement and related policies and procedures.



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 &
Brenda Peterson, Library
Salaries & Economic Benefits

Petra Ganzenmueller
Central, Eastern and Northern
European Studies, 2.2169
Sessional Faculty Committee

To be appointed
Status of Women

Association Staff

Vancouver: 604.822.3883
Okanagan: 250.807.9240

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

*“Constitutional Amendments”**...continued from page 1*

Committee to run the Association. There are four Table Officers (President, Vice President, Treasurer and Secretary) and six Members-at-Large elected from the pool of all members. In addition there are four standing committees:

- Personnel Services Committee (PSC) which handles grievances and complaints;
- Salary and Economic Benefits Committee (SEBC) which is responsible for developing our bargaining position;
- Sessional Committee; and
- Status of Women Committee

The chairs of these committees are appointed by and are voting members of the Executive Committee.

We have already surveyed UBC-O members for advice on how best to ensure their representation in the decision-making and work of the Faculty Association. In this survey we proposed a model whereby a new Standing Committee, the Okanagan Faculty Committee (OFC), would represent members employed at UBC-O. UBC-O faculty would elect the Chair, First Vice Chair and Second Vice Chair. This Committee would report directly to the UBC Faculty Association Executive and would represent the UBC-O campus.

The Chair would have a voting seat on the UBCFA Executive; the first Vice Chair would essentially be the UBC-O “shop steward” and sit on the PSC, and the second Vice Chair would represent UBC-O bargaining issues and sit on the SEBC.

The creation of these special UBC-O positions would not

preclude UBC-O members from being elected to other positions on the Executive or sitting on any other Faculty Association Committee.

After studying the survey results the UBCFA Executive Committee voted to put forward Constitutional amendments now (instead of waiting for the AGM) in order to include UBC-O on the Executive as soon as possible. The changes are consistent with the above model. Your Executive endorses these changes which we think will make for excellent working arrangements given the geographic separation between campuses.

Note that all active members (including those at UBC-O) vote on Constitutional changes. The motion will be put and the vote will be taken at the fall meeting (Thursday October 27, 2005 to be held jointly in Vancouver (ITServices/ Telestudios, Room 0112) and Kelowna (Arts 386)). The motion must pass by a 75% majority of those voting, and the quorum is 100 members: if there is no quorum, the constitution calls for a mail ballot.

The UBCFA Constitution &

By-Laws are available online at: <http://www.facultyassociation.ubc.ca/aboutus/constitution&bylaws.htm>

Mandatory Retirement

The following motion will be considered at the Fall General meeting: “that the Faculty Association make the goal of reaching an agreement with the University to abolish mandatory retirement effective July 1, 2006 a very high priority.” The Faculty Association has already been considering MR issues. The Joint Committee of the UBC Faculty Association and the UBC Administration to Discuss Significant Matters of Mutual Interest announced in the June 2005 newsletter has met regularly and has discussed retirement options. I am happy to report that the discussions are wide-ranging, informative, open, candid and full of good-will. In addition, the FA will soon run an electronic survey in order to solicit members views on MR. The results of this survey will guide any negotiations on the issue.



In late October, representatives from Faculty Associations across Western Canada met in Victoria at the Western Regional Conference of the CAUT. Hosted by the UVic Faculty Association, the two days of meetings provided Associations an opportunity to share information, insight and strategy on key issues including mandatory retirement, workload, and workplace health.

“People Plan”

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has been flying about the campus since January 2005.

The Plan wants to be a feel-good piece, and it produces the same effect those Air Canada B-movies do: it lulls one off to sleep.

Do not be deceived. Resist the urge to nap.

The Plan starts by congratulating UBC on its “leading-edge research and innovative student-led orientation, leadership and learning programs.” (Where have we heard that before?) It goes on:

In respect to people processes, UBC is matching many of the best practices in the industry. Our Equity office has helped to create a respectful workplace and learning environment. Our compensation ratios are in the top 50 percentile of the industry. (p. 3; and yes, the language of these lines is reproduced exactly as it is in The Plan)

But excellence is not enough. For as everyone knows, demographics are bearing down on UBC. It may be a fine place, but UBC is having trouble finding and keeping faculty and staff. The best way to keep them, the Department says, is to “exceed...people’s expectations concerning the chances they will be given, the dignity and respect with which they will be treated, and the opportunity they will have. (p. 3)

Now, it is a little worrisome to be told we are an “industry,” even if we are in the top half of it. But *The Plan* goes on to say (here I paraphrase):

- (a) the University should practice what it preaches,
- (b) the University should provide chances for people to

develop and participate, and (c) everybody and everything ought to be clear (communication should be clear, roles should be clear, desired outcomes should be clear). (p. 4)

Few of us would argue with these goals. But then *The Plan* goes off the rails.

UBC must, according to *The Plan*, connect “the day-to-day work of faculty and staff” to the goals in Trek, the long-term “goal set” of the present Administration. Over and over, *The Plan* insists that good businesses make sure workers know the industry’s goals, and that people have the opportunity to “learn and practise skills, room to make mistakes, and encouragement to learn from them.” (p. 6) This could mean almost anything, but in *The Plan*, it means the Administration and the Management and we workers, must learn the goals of Trek...until we all understand them, and love them. *The Plan* quotes Mr Gary Reamey of Edward Jones Financial Services:

When everyone is pulling the same direction, it’s much easier to maintain a culture that attracts talented, energetic people.

The difficulty is, of course, that in universities, the point is to consider all ideas, to argue energetically about the work we do—and why we do it—and to insist on academic freedom—so we can be fearless in our criticism (or our support) of the Administration and the Management.

We are not members of the academic community just so we’ll “feel good.”

Yet *The Plan* advises us that “Faculty and staff who feel good about their work and themselves will be engaged and committed to achieving the goals of UBC.” (p. 4)

Over the next half-dozen pages, the Plan quotes O’Reilly and Pfeffer, CPRN Research, Edward Jones Financial Services (again), Pfizer (“Pfizer recognizes leadership as a core company value....” [p. 9]), the Quality Network for Universities, Pfizer (again), the CEO of Intuit, the Deputy Chief Executive of “Business in the Community,” proposing “actions” that will help us to lead the industry, to make UBC so inviting that the “best people” will want to join it, and so pleasant that nobody would think of leaving it.

Some of these actions are misleading, but not dangerous to an academic community. For example, the plan recommends (p. 7) UBC “develop publicity materials that promote UBC as an inviting organization with a sense of ‘small community’, with “recruitment processes for faculty and staff that encompass whole families....”

Other actions suggest that UBC Management have the bit between their teeth. The soporific phrasing of *The Plan* will mean that few faculty and staff people will actually read *The Plan*. But if you do, you’ll find on pages 8–13 a set of “actions” that will keep you awake...to the very end of your journey.

On page 8, *The Plan* says it will “require units plans to address... performance planning and review.” This is a call for more performance

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“People Plan”

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indicators, annual reports, statistics, student and peer evaluation.

It is a call we should not heed. We have a Collective Agreement and work within a Framework: under that Agreement, we are already faced with a mountainous (and dubious) mass of evaluations, performance planning, and reviews. *The Plan* now recommends we have more. We don't need it.

Why does *The Plan* recommend this “stuff”? Presumably to make sure we have “commitment to the cause of the organization.” (p. 8, bottom, pull-quote from CPRN)

It gets worse. On page 9, *The Plan* asks us to “adopt a performance planning and review model to ensure that people understand what is expected of them in contributing to the goals of the department and the University.”

I suppose this last was included in case we missed the point earlier, or we nodded off to sleep in our seats.

Unsurprisingly, *The Plan* wants to make sure Managers do their jobs well, “connecting all people in the organization to the University's goals.” So... *The Plan* “incorporates... [these] expectations into performance reviews.” It offers a whole new world of training for management, so that our managers will become even more effective.

But if “effective” means that Administration and Management at UBC will find new ways to bypass the Collective Agreement, and to make the Senate irrelevant (I thought that the Senate decided UBC's goals)...if *The Plan* is going to do that, then surely we can do without *The Plan*.

The Plan recommends “client-centred policies,” “customized

benefit plans,” “flexible work arrangements,” reduced “workload stress,” “lifestyle incentive programs and services” (pp. 10-11). Some of these are superficially attractive. But if client-centred curriculum comes to UBC, and the whole academic community—acting through the Senate—is no longer making academic policy, then surely we must say, “No, NO, thanks very much.”

The Plan comes to remarkable end on pages 12-13. It says its purpose is to ensure “clear connections between the day-to-day work of faculty and staff and their contribution to the University's broader Trek goals.” On p. 12, *The Plan* suggests a “Trek Vouchers Fund to be redeemed at recreational facilities, Food Services, Bookstore, cultural events, or athletic events, or for learning opportunities at UBC.” It seems that even if UBC is a pleasant place, or becomes such a place, it takes vouchers to persuade people to adopt its management “philosophy.” So much for a voluntaristic, participatory UBC.

(As an aside: some will say Trek is a Senate-approved document. My recollection is that Trek had its roots in the Strangway administration's search for a new “mandate” for UBC. The campus-wide “consultation” that produced Trek in the early days of the Piper administration built on the work of Dan Birch, former Vice-President, Academic, and David Strangway himself. The Piper Administration went ahead with the work. It was always management-led. Senate did eventually give the nod to Trek, or parts of Trek. But it was not a Senate project, stem to stern. We

are not, in any case, committed to it for all eternity. Nor must we agree that Trek embodies the academic goals of our University. It is an administrative document, convenient for fund-raising, and convenient for planning: it helps the President's Office to decide who will get scarce funds, and who won't. And that's about all it is.)

Now, back to *The Plan*. Faculty members “tend to associate themselves more with teaching or research...than with the University's broader goals.” But I thought the University was all about teaching and research, understanding that teaching and research have a peculiarly transforming power. UBC's goals are surely OUR goals. To say explicitly that OUR goals and the UNIVERSITY's goals are not the same, is depressing.

Many Faculty Association members will say, “Well, we're going to re-name you William van Winkle. The University's goals changed a long time ago.”

UBC is, or should be, about a life of research, argument, vigorous and various teaching, participatory academic government, and transparent collective bargaining on matters that touch our faculty interests.

The Plan is not about these things. It should be filed and forgotten. The deadline for feedback is the end of October. I'm going to send in this paper.



Focus on Funding

Norma Wieland
President, CUFA/BC

University funding has been one of the main foci of CUFA/BC activity over the past six months. Plus ça change... the hard work in lobbying, informing and educating government and ministry officials on the issue of university funding has already produced some results. One excellent example was the September 2005 Budget Update which provided for a \$15 million increase to university operating grants -- a much needed infusion of money which helps to offset the effects of inflation on universities' core budgets.

The continuing challenge will be to convince government that this one-time lift to operating grants, while extremely welcome, will not be enough to sustain the high level of achievement universities have committed and aspired to. Without sustained increases to offset inflation, we face continued years of almost flat funding in the face of constantly rising costs.

In view of the government's announced surplus, CUFA/BC has joined our voice to those calling for increased provincial funding for research at our universities. It is, after all, the quality and breadth of our research that distinguishes us as universities. For a very long time we have been doing a great deal "more with less" in this area.

While funding for the fields of science, medicine and technology has been very successful in enabling world class research in those areas to flourish and grow at our BC universities, the humanities and

social sciences have faced, and continue to face, a constant struggle for funding and infrastructure money to sustain their excellence. We have therefore been arguing for research funding not only to disciplines that can demonstrate direct and immediate economic "spin-off" but also to those disciplines which are of fundamental importance to our society and whose economic results are evident to all, but often difficult to quantify.

**For a very long time
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"more with less"
in this area.**

We have also carried out our funding lobby on behalf of graduate education. For years we have not seen the creation, let alone the funding, of new graduate spaces in BC. With the importance laid on post secondary education and the need for innovation and research into the next generation, we have to have the resources which permit us to nurture and enable researchers of the future. This cannot be sustained if graduate financing comes primarily from faculty research grants. CUFA/BC is pushing for fully funded graduate student spaces as well as funding for the kind of competitive financial packages which we can offer to attract the brightest and the best

young researchers to our institutions.

Inflationary increases to core funding, financial support for research in the humanities and social sciences, and new funding for graduate education will be the major themes of our presentation to the provincial Finance Committee this month. There has been a great deal of positive interest lately on the part of governments in post secondary education and in research and innovation in particular. We are working to ensure that this awareness translates into research funding in a way that balances research interests and works to the advantage of universities and their researchers.



YOUR CONTRACT - READING BETWEEN THE LINES

Last month, we introduced a new column which examines various provisions of the Collective Agreement, expanding on member rights and terms and conditions of employment. Over the next year, each newsletter will explore what a given provision or set of provisions means for you as a Faculty Association member. Please send us your questions, comments and suggestions. Your feedback will help inform our priorities in the upcoming 2006 round of collective bargaining.

A Tale of Two Members

Doctor X from the Faculty of Dentistry and Dr. Y from the Faculty of Arts are two members awaiting the outcome of their promotion reviews. Both have been waiting over two years, and the fate of both their careers are now before legal bodies entirely outside the University.

Dr. X sought promotion to Full Professor based upon a successful career that bridged the academic and professional worlds. His dossier reflected the uniqueness of his work, and demonstrated a strong international reputation among both academics and practitioners. The review was conducted in 2001/ 2002, following procedures for professional cases outlined in the the Collective Agreement; Dr. X received outstanding external reviews and a unanimous positive recommendation for promotion from the Senior Appointments Committee. The promotion, however, was denied by the President.

In the case of Dr. Y the promotion sought was from Senior Instructor to Assistant Professor. Though less common than other career-moves, such promotions are contemplated in the Collective Agreement and have occurred in a number of cases - the promotion allows instructional faculty who

build significant research profiles on their own time, and without any official University support, to move into the professoriate later in their careers. Professor Y's review began in 2000, and went through numerous procedural stages, including a grievance that was settled informally, a second grievance settled with the assistance of an arbitrator, and a final review completed in 2003. Again, the promotion was denied.

In both of the above cases the Faculty Association took the matter before a third-party arbitrator, whose authority is spelled out in the Collective Agreement. In both cases, the arbitrator acted within her/his authority to substitute or overrule a decision found to be unreasonable. In each case a different arbitrator heard the

evidence. In each case the arbitrator ruled in favour of the Association and the faculty member. In each case the University was ordered to allow the promotion. Cases closed, one would expect.

The Administration appealed both rulings to the Labour Relations Board, and in both cases the appeals were dismissed, upholding the arbitral decisions and confirming the order to promote. In the case of Dr. X in Dentistry, the University then appealed to another level of the Labour Board, and again the appeal was dismissed. But the University has continued its litigation, taking the case to the Court of Appeal with hearings scheduled for December

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Grievance Procedure – At a Glance

Article 20, *Framework Agreement*

Step 1 – Informal resolution with the Head or Dean

Step 2 – Formal Grievance submitted to the VP Academic by the Faculty Association's Personnel Services Committee

Step 3 – Meetings to seek resolution, typically between the FA & Faculty Relations

Step 4 – Third-Party Arbitration by an agreed panel

“A Tale”

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of this year. As to Dr. Y in Arts, we do not yet know through how many appeals the case will go, but the member has not yet been promoted, and UBC has initiated correspondence with the courts even before its other avenues of appeal have been exhausted.

The meandering path through various legal venues is a relatively new development in Faculty Association-Administration relations at UBC, and raises serious concerns about the interest of the Administration in nurturing a productive and cooperative relationship with the Association. Historically, cases have been launched, grievances settled or arbitrated, and third-party decisions respected by both parties. Increasingly, however, the Administration seems prepared to spare no expense of time or money on legal matters, and seeks to challenge the authority of arbitra-

tion and LRB panels – a challenge which seriously undermines a basic tenet of labour relations: the right to third-party decision-making in matters of dispute. To the promotion cases outlined above we might add an arbitration on intellectual property and academic freedom (Masters of Educational Technology), won two years ago at arbitration and still under appeal by UBC, and dealing primarily with the Association’s right to negotiate and the University’s attempt to impose contracts upon faculty members working in certain areas.

The bottom line? Faculty members at UBC, and the Association, face an ever-increasing number of hurdles to achieve resolution to disputes with the employer. The grievance procedure represents a long-standing practice of agreed terms and conditions for dispute-resolution, and is designed to provide clear and direct

guidance from a neutral third-party in cases in which Association and the Administration simply cannot agree. But as much as the process requires legal oversight, and an ability to use the skills and expertise of an external arbitrator, the process also requires that those external bodies and their decisions be respected. Unending legal wrangling through appeal after appeal serves no one well. It damages faculty members, waiting in limbo for resolution; it damages productive labour relations, straining the relationship between the Association and the University; and it wastes precious time and money not because an issue remains unclear, but because one party simply refuses to accept not only the decisions but the very authority of the arbitral system on which Canada’s labour relations system is based.



United We Stand - Bill 12

*Petra Ganzenmueller
Chair, Sessional Faculty Committee*

The passing of Bill 12 not only severely undermines the collective bargaining process but also hijacks a fundamental democratic right – that of dissent.

Bill 12 is an arrogant display of arbitrary power of a government that believes in mandating and legislating disagreement rather than in democratically and collectively addressing it. It is therefore not surprising that the BC Liberal Party has had a history of greatly dysfunctional

labour relations. The double standard that is manifest when public dissent is repressed by making it illegal while, at the same time, the BC Liberal Government reserves all powers, is as disturbing as it is morally reprehensible.

As we all know, Education is fundamental to the advancement and prosperity of not just ours but of any society, given the ever increasing demands of today’s global marketplace. At a time when the provincial

coffers are full to the brim, education deserves our full support after years of neglect, restraint and personal sacrifice.

As public service sector employees, we should all take note that whatever we will permit the BC Liberals to impose on teachers today will be ours to deal with tomorrow. Whether we like it or not, whether we are students, educators, parents or union members -- we are all in this together!



Fair Employment Week 2005

October 24 – 28

This year's *Fair Employment Week* will be held at universities and colleges all across North America from October 24 to 28. During this week of coordinated actions, faculty associations, educators' organizations, unions and activists across the US, Canada and Mexico will once again join forces to draw attention to a post-secondary education system where tenure-track faculty and limited-term faculty teach side by side yet under vastly different working conditions. Disadvantaged in many aspects of university life, this invisible or "shadow faculty" is the focus of Fair Employment Week. You will find it displayed in the form of the "faceless" academic on posters all over campuses in North America, including UBC.

The UBC Faculty Association will organize the following activities during *Fair Employment Week*:

MONDAY, October 24: Information Flyer on COCAL VII will be sent out to All Sessional Faculty

- Please watch out for this update on the international conference that will be hosted by the UBC Faculty Association in August 2006 in collaboration with other organizations
- It is a conference entirely dedicated to the employment issues of contract academic staff

TUESDAY, October 25: OUR POSTER CAMPAIGN BEGINS

- You will see our campaign posters at locations with the highest concentration of sessional instructors on campus
- These posters will show the faceless academic with varying slogans highlighting the employment situation at UBC

WEDNESDAY, October 26: SESSIONAL GET-TOGETHER

Time: 4:00 – 6:00 p.m.

Place: Koerner's Pub

Thea Koerner House Graduate Student Centre
6731 Crescent Road, UBC Campus

- Join us for our first sessional get-together this term and enjoy free beer on us
- Meet colleagues from across campus for an informal opportunity to network

FRIDAY, October 28: MEET AND GREET AT THE SUB

Time: 9:00 a.m. – 12:00 p.m.

Place: inside the Student Union Building, at the south end (Aquatic Centre)

- Meet members of your Faculty Association; receive employment information or voice your concerns while allowing us to treat you to a big and delicious cookie
- Tell us what we can do to make your UBC experience a more supportive one!

Please see our website for updates: www.facultyassociation.ubc.ca

For more information on *Fair Employment Week* on campuses in Canada and Campus Equity elsewhere, visit the official website: www.campusequityweek.org

If you would like to get involved, have further questions or comments regarding the above, please contact Petra Ganzenmueller at pegacom@interchange.ubc.ca.

As always, we look forward to seeing you!

Fairness for Contract Academic Staff

Vicky Smallman
CAUT

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Over a hundred participants gathered at the University of Western Ontario in June 2005 for CAUT's second contract academic staff conference. "Moving Forward: Achieving Equity for Contract Academic Staff" brought together per-course, limited-term, and full-time academic staff from universities and colleges across the country to discuss the many issues affecting academics who work on a temporary or part-time basis.

"Our goal was to help build on recent organizing successes and develop possible solutions to the many challenges CAS face at the negotiating table and in the workplace," said Michael Piva, Chair of CAUT's Contract Academic Staff committee. "It was also intended to provide a space for full-time and contract academic staff to discuss common interests and understand that the problems caused by casualization are system-wide."

The plenary sessions and workshops explored a range of current issues. Paddy Musson of the Ontario Public Service Employees Union described the challenges faced by contract academic staff in the college sector, particularly in Ontario where they are prevented by legislation from unionizing. Peter Simpson from the Laurentian University Faculty Association examined how employers get around collective agreements by having employees outside of the bargaining unit deliver courses.

Maureen Shaw from the British Columbia's Federation of Post Secondary Educators offered a method of moving out of the stipendary trap towards a pro-rata model. She described some of the challenges her members have been encountering since their successful campaign to regularize contract academic staff. A lively question and answer period followed these presentations.

Four concurrent workshops allowed participants to share ideas and develop strategies to make gains in negotiations and address some key challenges, including the protection of intellectual property and the need to resist concessions in bargaining. Participants in the workshop on mobilizing were particularly energized by their discussion of strategies for engaging members, for building solidarity, and for running creative, effective campaigns to help CAS move forward on their own campuses.

"After a short discussion of the barriers to mobilizing CAS members, we brainstormed ways to overcome them," said Brenda McLean, one of the workshop facilitators. "People had great ideas to help promote the achievements of CAS and their role on campus, and to combat the fear that prevents many CAS members from getting involved in their associations."

Keynote speaker Deena Ladd, of Toronto's Worker's Action Center, helped link the day's discussions to the broader issue of precarious employment in Canada.

The Worker's Action Center is a worker-based organization committed to improving the lives and working conditions of people in low-wage and unstable employment. She described how grassroots organizing has helped contingent workers in the garment, hotel, and other industries build strong, supportive networks and achieve justice for many exploited workers.

One common thread that ran through the conference sessions was the recognition that all academic staff need to work together towards equitable treatment of CAS. "Full-time, tenure stream academic staff need to recognize this issue's importance for the profession as a whole," said Piva. "The only way we will move forward is by making fairness a priority when we negotiate."



Vancouver Public Library's Speak Up Series

WHO OWNS KNOWLEDGE

October 24 - 29, 2005

Civic Dialogue @ VPL

Vancouver Public Library's Speak Up series encourages public dialogue on important issues. A forum that brings together many voices, perspectives, and experiences, Speak Up draws participants from the community and provides an opportunity for you to share your point of view, to listen to others, and to develop solutions to community concerns.

The events are free and all are welcome. Seating is limited. Please arrive early. For more information or a list of speakers, please pick up a Speak Up Discussion Guide at any VPL branch or visit www.vpl.ca/speakup/.

SCHEDULE OF EVENTS

When Is There Too Much Copyright?

Speak Up on the burning issues of intellectual property laws and who owns your ideas.

Featured panellists: Dr. Rowly Lorimer, Paul Whitney, Andreas Schroeder

Monday, October 24, 7:30 p.m. Renfrew Branch; Wednesday, October 26, 7:30 p.m. Central Branch

Open or Closed: Software & Information

New ways of sharing technology are changing the way we compute. Is this a better way to do business?

Featured panellists: John Willinsky, David Porter, Brian Owen

Monday, October 24, 7:30 p.m. Central Branch; Tuesday, October 25, 7:30 p.m. Hastings Branch

Selling Universities

Explore the pros and cons of corporate donations and sponsorship of our universities.

Featured panellists: Dr. Claire Polster (Monday only), Dr. Bill Bruneau, Dr. Charles (Chuck) Williams, Robert Clift (Wednesday only), Angus Livingstone

Wednesday, October 26, 7:30 p.m. Kitsilano Branch; Friday, October 28, 7:30 p.m. Central Branch

Who Owns Your Genes?

A discussion on the ethics and future of biotechnology and what it means to be human.

Featured panellists: Dr. Patrick Rebstein, Dr. Ed Levy, Brewster Kneen

Tuesday, October 25, 7:30 p.m. Central Branch; Thursday, October 27, 7:30 p.m. Oakridge Branch

Drugs for Profit or Health?

Investigate the issue of drug company interests and your health.

Featured panellists: Dr. Tom Perry, Colleen Fuller, Dr. Garry McCarron

Thursday, October 27, 7:30 p.m. Central Branch; Friday, October 28, 7:30 p.m. Oakridge Branch

Who Owns Knowledge? A Final Dialogue

Join us for a final, all day Speak Up session to further explore and discuss what you think about all of the issues raised during the series.

Saturday, October 29, 9:30 a.m. - 4:30 p.m. Central Branch

UBC Faculty Association
FALL GENERAL MEETING

Thursday, October 27, 2005

@ 4:00pm

UBC Vancouver Campus

IT Services / Telestudios, Room 0112
2329 West Mall

UBC Okanagan Campus

Arts Building
Room 386

AGENDA

1. Notice of Motion: THAT Loewen Stronach & Co. be reappointed as auditors for the Faculty Association
2. Notice of Special Resolution: Constitution & By-Laws re: proposed Okanagan Faculty Committee
(<http://www.facultyassociation.ubc.ca/aboutus/constitution&bylaws.htm>)
3. Notice of Motion: THAT the Faculty Association make the goal of reaching an agreement with the University to abolish mandatory retirement effective July 1, 2006 a very high priority.
4. Other Business
5. Adjournment

**Faculty Association of the
University of British Columbia**

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