

Full House at Town Hall Meeting

Over 150 UBC faculty members packed IRC 1 on November 21st for a Town Hall meeting on the University's budget shortfall. Organized by the Faculty Association, the Town Hall saw a detailed presentation on the financial situation by President Stephen Toope (with Vice President Academic and Provost *pro tem* George Mackie), followed by a question-and-answer session that spanned a wide range of issues related to UBC's fiscal management and budgetary priorities.

UBC's Finances

President Toope opened with the projected budget shortfall for the 2007-08 fiscal year – expected to be in the range of \$28 million. Noting that UBC has seen a remarkable period of growth over

the past five years, he suggested the deficit was the result not of mismanagement, but a temporary disconnect between anticipated and actual growth, on the one hand, and UBC projects for expansion on the other.

In the face of this rapid growth, he suggested, UBC has engaged in new and expanded projects which have overextended the University's commitments relative to its finances. An expected \$11 million in funding for indirect costs of research never materialized, tuition increases have been limited by the government to no more than 2% per year, and provincial funding in 2005-06 and 2006-07 has not covered inflationary costs. Furthermore, UBC has taken a \$7 million recurring cut. Given ongoing inflationary costs, the \$28 million shortfall this year would reach \$37

million in 2008-09, and continue to compound if not addressed. A PDF of President Toope's presentation is available on the website of the UBC Office of the President, at <http://www.president.ubc.ca/budget/overview.pdf>.

The question, then, is what can be done, both in the short and longer-term. In this, the President was less specific, emphasizing more what *cannot* be done than what can. He indicated an unwillingness to use the endowment or development/capital monies to address operating shortfalls. The short-term answer, then, is that cuts will occur unless some substantial new source of money materializes.

How those cuts are implemented, said President Toope, remains to be decided, though he also expressed his own dislike of

... continued on page 3

See "Town Hall"



Member-at-Large Barbara Lence at the Town Hall Meeting on the UBC Budget

Inside Focus

- 3 UBC Daycares in Crisis?**
- 4 Funding, Planning & Retiring**
- 6 Fair Employment Week**
- 8 Teaching Professors: A Rant**

“Town Hall”

...continued from page 1

across-the-board cuts. He emphasized that a largely balanced plan must be in place by March, when the Board of Governors is required to approve the University’s budget. Though neglecting to give any specifics, Dr. Toope did promise a new consultation process involving all levels of the University, likely beginning in the early new year.

Faculty Voices

The “town-hall” discussion opened several key issues:

- Capital and building expenditures and the extent to which the University general operating budget was covering capital expenditures overruns.
- Several faculty members raised serious concerns about the priority setting of the institution in regards to capital expenditures, noting the lack of adequate teaching space and the fact that several faculties (notably Arts and Education) were operating in terrible facilities in many cases.

Drs. Toope and Mackie expressed hope that the second phase of UBC Renew would allow for improvements to teaching space.

- Faculty members expressed cynicism about Trek 2010, noting the large gap between its promises and reality, including the University’s increasing reliance on exploited Sessional Lecturers and Teaching Assistants; other members noted the general decline in their teaching and working conditions. Dr. Toope discussed the need for ongoing support of graduate students and the budget-driven reliance on Sessional Lecturers, stating that the University needed to examine internal budget allocations and find ways to improve. He did indicate some awareness that money in support of teaching wasn’t flowing to the teaching-intensive areas of campus as it ought to.

Faculty Association President Brenda Peterson made two specific recommendations:

- That the BOG and Senate jointly hold pre-budget meetings each fall, leading to a written report outlining recommendations from faculty and the UBC community more generally;
- That the Senate Budget Committee hold public meetings so that faculty, staff and students can engage directly with the discussions in that important forum.

The University administration did express some willingness to consider these proposals and others from faculty for a more consultative, transparent, and collegial budget process, especially when there appears to be a budget shortfall.

We look to hold more such meetings with the President in the New Year; let us hear from you your ideas for better budget planning and your thoughts on this event and others like it in the future.



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UBC Daycares in Crisis?

Karen Bakker
Geography

Over the past several years, UBC parents have found it increasingly difficult to access the university's much-praised daycare system, which is run by UBC Child Care Services. The waitlist has now grown to nearly 1300 families, translating into wait times of 24 to 36 months. Reasons include the growth in numbers of younger faculty with young children, an increase in female faculty and UBC families with two working parents, overall growth in the university, and a growing population of campus residents.

Few alternatives exist. There are just over 500 licensed daycare spots for children under 3 in all of Vancouver, with typical waiting lists of 2 to 3 years. A nanny costs between \$2,000 and \$2,500 per month full-time, beyond what many young parents can afford. This results in real hardship, as revealed by the testimonials gathered recently by the UBC Daycare Parent Council (below). Students are being forced to stop or prolong their studies. Parents are confronted with a stressful search for quality alternative childcare and extreme financial pressures resulting from high housing prices and high private child care costs.

UBC Child Care developed an expansion plan in 2003 and set a Trek operational goal of January 2006 for daycare expansion, but the University has yet to act. New plans for expansion are only now going to the Board for the initial stages of approval. Moreover,

UBC does not offer alternative support services to parents. The University of Toronto, for example, was voted one of Canada's top 10 family friendly employers in 2005 due to its flexible work policies and Family Care Office, which provides referral services for daycare and elder care, and emergency back-up daycare.

What are the impacts of the daycare crisis? Does lack of easily accessible, affordable daycare affect retention and recruitment? Does it reduce productivity? And what should UBC be doing to better support parents? Write to faculty@interchange.ubc.ca and tell us your thoughts, and share your stories. For more information, visit the website of the UBC Parent Daycare Council (www.parents.childcare.ubc.ca/), which is advocating for senior administrators to follow up on their commitment to expand UBC's daycare system.

Testimonials:

As a fairly new recruit I was duped into believing that our daughter would get a childcare spot. My family and I are very bitter towards UBC for its childcare shortcomings, and that's not how you want recruited faculty to feel. (Male Faculty)

UBC needs to consider the burden on parent-age faculty of both childcare and housing costs in Vancouver. Either one is a problem; the combination of both with the often intolerable workload means burnout, family breakdown, and financial instability/inability to plan for retirement. (Female Faculty)

The quality and availability of childcare has had a significant effect on recruiting. I have had to tell potential recruits that the quality of UBC's daycare is outstanding, but that it is difficult to get a spot. The long waiting list has been a real problem for some potential recruits. (Male Faculty)

I signed up for a daycare spot immediately upon discovering that I was pregnant. It took 18 months to obtain a spot. We could not afford to pay for a nanny. It is a poor use of the university's budget to have faculty members spending time on childcare duties when they should be working on university business. (Female Faculty)

The cost to UBC is huge when childcare cannot be provided, both in terms of quality of teaching to students and quality of research. The single most important variable to increase research productivity (UBC's key priority) is timely childcare. (Male Faculty)

Tenure-clocking assistant profs (especially dual faculty couples) are under a lot of stress. We didn't find out until we arrived that the waitlist was so long. There was no way to find a nanny quickly; I even considered bringing my infant daughter with me to class. It took us two years to get a spot. Tenure-tracking with children at UBC (compounded with the poor housing situation) is a perpetual obstacle race and is not much fun. There are lots of painful days. (Male Faculty)



Funding & Planning & Retiring, Oh My!

Chris Petter, President & Robert Clift, Executive Director
Confederation of University Faculty Associations of BC

This month's article is an anthology of short reports on the major issues that have occupied CUFA/BC this fall, other than bogus degree-granting institutions, which we reported on last month.

Budget 2007 – New Graduate Student Funding?

In September and October, the Select Standing Committee on Finance and Government Services held its annual pre-budget hearings to consult British Columbians on their priorities for the upcoming 2007-08 provincial budget. CUFA/BC and its member faculty associations made presentations around the province on the three issues of greatest import to the universities: new graduate student funding, compensation for rising construction costs, and improvements in general operating grants. Our efforts bore fruit.

In the report released on November 16th (www.leg.bc.ca/cmt/38thparl/session-2/fgs/reports/Rpt-FIN-38-2-FirstReport-16Nov2006.pdf), the Committee recommended to Finance Minister Carole Taylor that she: “consider providing additional funding for graduate students, graduate student spaces, as well as the establishment of a competitive scholarship and a financial aid program available for graduate students” (p. 35); and to “re-assess all post-secondary capital project plans and consider applying federal monies to offset the rising costs of post-secondary capital projects” (p. 36).

Although not part of our main lobbying efforts, we also made interventions about the need to ensure all British Columbians have at least high-school equivalency, and the difficulties facing students as the result of growing educational costs. To this end, the Committee recommended that Government “increase funding to allow for the elimination of fees charged for Adult Basic Education; consider reviewing B.C.’s income assistance policy to enable income assistance recipients to access further

The one-year delay unfairly penalizes the 21,000 British Columbians in the labour force who will reach age 65 in 2007.

education opportunities;[and to] ensure that tuition fees at B.C.’s public post-secondary institutions remain competitive vis-à-vis other Canadian jurisdictions” (p. 36).

We won't know the effect of the Committee's recommendations until the Government releases the 2007-08 provincial budget on February 20th.

Campus 2020 – Planning for the Next Two Decades

As part of the Campus 2020 initiative, the Premier's special advisor on the future of post secondary education, Geoff Plant,

has been touring the province conducting public consultations on how people think post-secondary education will and should change over the next two decades.

CUFA/BC has played an active role in the Campus 2020 process. We've drafted public consultation questions and prepared discussion papers on the analytical framework for post-secondary planning and e-learning (available at www.cufa.bc.ca/campus2020).

We've also attended 10 of the 14 public hearings (speaking at three of them), attended the two-day provincial symposium (where we made extensive interventions), and participated in three private events with Mr. Plant.

The most interesting discussions have revolved around graduate studies and research; information and learning technologies; transitions, adult and life-long learning; access and barriers; and the design of BC's post-secondary system. CUFA/BC is in the process of preparing an extensive written submission that will be delivered to Mr. Plant in December. Individuals who wish to make submissions have until December 22nd to do so. For more information, visit the Campus 2020 submissions web page at www.campus2020.bc.ca/EN/404/551.

Mandatory Retirement – The End is Coming, But Will It Be Soon Enough?

CUFA/BC's campaign to end

... continued on page 5
See “Oh My!”

“Oh My!”

...continued from page 4

mandatory retirement in BC picked up speed in October, when the BC Liberal Party adopted a resolution calling for the end of mandatory retirement. Many delegates spoke in favour of the resolution, including Premier Gordon Campbell, who said: “Personally, I see no reason whatsoever why we should force any able-bodied, able-minded person in B.C. to stop working against their will.”

Also contributing to CUFA/BC’s efforts was the decision by the Government of Saskatchewan in early November to introduce legislation to get rid of mandatory retirement in that province. This leaves British Columbia and Nova Scotia as the only provinces that have yet to make any substantial progress towards allowing older workers the freedom to decide when it’s time to retire.

On December 1st, the Premier’s Council on Aging and Seniors’ Issues recommended the immediate

elimination of mandatory retirement. Following from CUFA/BC’s submission, the Council rejected the idea that forced retirement might still be allowed through pension plan provisions.

The outstanding question is, when will the change be made effective? In Ontario, Newfoundland, and Saskatchewan, the relevant legislation provides for a delay of one year before mandatory retirement is dropped. CUFA/BC has noted on many occasions that since mandatory retirement has been eliminated in many other jurisdictions, the information necessary for government, businesses and unions to make the change is easily available. CUFA/BC’s position is that the one-year delay is not necessary, and it unfairly penalizes the 21,000 British Columbians in the labour force who will reach age 65 in 2007.

At a recent meeting with Ida

Chong, the Minister responsible for seniors’ issues, CUFA/BC was assured that the government would take the recommendations of the Premier’s Council on Aging and Seniors’ Issues very seriously. Minister Chong was cautious, however, on the question of the timing of any changes. She noted that many pieces of legislation (various pension plan acts, in particular) would be affected by eliminating mandatory retirement, and that numerous interest groups would want their say on those legislative changes.

For our part, CUFA/BC has pledged to work with the BC Government on implementing the elimination of mandatory retirement as quickly as possible. The next step is for government to consult with employers, unions and other interested parties on how to move quickly and smoothly towards ending mandatory retirement. Hopefully in 2007. ❖❖❖

UBCFA Housing Listing

www.facultyassociation.ubc.ca/housing.html

The UBCFA online housing listing allows you to post primary residences for rent or swap and looking-to-rent ads.

Notices are posted for one month. Please check your notice carefully. Once submitted, changes can only be made by removing your notice and submitting a new one. Housing contacts are posted for information purposes only and neither rental properties nor landlords are investigated or endorsed by the UBCFA.

Interlock Services

The Employee and Family Assistance Program (EFAP) is a confidential counseling service provided by Interlock for UBC Faculty Association members as a part of the benefits program. Interlock can provide counseling 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. 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 visit www.interlock-eap.com.

Office Closure

The UBC Faculty Association will close for the Holiday Season Friday, December 22, 2006 & will re-open on Monday, January 8, 2007. Staff will continue to monitor voice mail & email.

Fair Employment Week 2006 at UBC

Petra Ganzenmueller,
Chair, Sessional Faculty Committee

This year's Fair Employment Week (FEW) ran from 30 October to 3 November at colleges and universities in Canada and the US. At UBC, the Sessional Faculty Committee (SFC) informed the campus about sessional work and the institutional challenges faced by these members of the academic profession.

Poster Campaign

The SFC put up more than 500 posters at locations with the highest concentration of sessional instructors (i.e. Buchanan complex, Asian Studies, Education, Biology, Music). The posters featured the "faceless academic" as a background theme uniting all participating institutions across Canada. To this, we added our *I am UBC/ We are UBC* leitmotiv combined with slogans highlighting the employment situation at UBC. For the first time this year, you were able to download these posters from our FA website to facilitate participation in FEW within your departments. The posters will be available until the end of this month at www.facultyassociation.ubc.ca/news&events.htm.

Letter sent to the UBC Administration

The FA President, Brenda Peterson, sent a letter to Lorne Whitehead, then-VP Academic and Provost, in support of FEW. This letter asked UBC to adopt in principle a ten-point charter guaranteeing educational and employment equity to all faculty, staff and

students. To read our letter and UBC's acknowledgement of receipt please go to www.facultyassociation.ubc.ca/news&events.htm.

Sessional Get-Together

We held our monthly Sessional Get-Together in celebration of FEW. This time, our customary free beer was complemented with menu items. We will continue to offer our members this forum for networking and exchange.

Meet & Greet

Our Meet and Greet traditionally takes place on the last day of the week. It is designed to raise further awareness among members of the UBC community. Located in the Student Union Building, our information table was frequented by students, staff and faculty.

Volunteers from the SFC and

FA Executive gave out flyers and educated individuals on sessional issues. The majority of people were genuinely interested in learning more about our cause and actively engaged in conversations. On that day as well, *Ubyyssey's Page Friday* edition published an article by Colleen Tang entitled "Sessionals fight for fair employment."

FEW 2006 allowed us once again to focus attention on the status quo of sessional employment. I would like to take this opportunity to thank the members of the SFC, the FA Executive and the staff of the FA for generously contributing their time and volunteering to make this a successful campaign. My special thanks go to YOU, the faculty at UBC, for supporting our events and for providing us with your encouragement and feedback.



Alison Acheson (second from left) and Petra Ganzenmueller (second from right) talk to students in the Student Union Building during Fair Employment Week

Teaching Professors: A Rant

Jim Johnson

Chair, Okanagan Faculty Committee

All across the country, faculty associations are struggling with the problem of how best to deal with the growth of contract teaching-only faculty members. These members, who in many institutions are now doing most of the teaching, are typically very badly paid, with limited benefits and no job security. It's clear why this is happening. Teaching-only faculty are cheaper. It's also clear why it's a bad thing. Allowing a part of our job to be done by underpaid second-class citizens devalues and threatens our whole profession and undermines the very nature of the university itself. And the unfairness and inequity of it is simply despicable. The question is, what is to be done?

One solution, and one that we ourselves have adopted with the creation of the Instructor classifications, is the creation of "teaching stream" faculty. These are faculty whose job descriptions exclude research, but who have permanent jobs, sometimes (as at UBC) with tenure. This solution is a natural response to our desire to improve the lot of the most exploited among us. But it is a trap. In my experience, when we go down this route all we do is institutionalize injustice, and create a permanent two-class structure for faculty. There's no point pretending that "teaching professors" will be just as valued as "research professors," because they won't be. Not on the margin, where it matters, where salaries are determined.

Buying into a separate "teaching stream" also means buying into a lie: that teaching is a non-scholarly pursuit. Bollocks. University-level teaching is scholarly work, and university-level teachers are scholars.

If I had my way, there would be only one classification of employees teaching and doing research at the university: professors. Old-fashioned, teaching and research, tenured and tenure-track professors. Assistant Professors, Associate Professors, Full Professors. Professors. Period. If the employer needs more faculty, they can hire more professors.

That said, if we're going to allow teaching-only positions, can we at least do it right? At the moment we seem to have the worst of both worlds. In one classification we have about 150 teaching-only full-time tenured and tenure-track Instructors whose salaries are lower, and teaching loads higher, than members of the professoriate. In another classification we have about 700 full and part-time sessionals whose salaries, working conditions, and lack of job security are horrific. What a mess.

It's such a huge mess, there is so much to be done, that we cannot wait until just before the next round of negotiations to start thinking about where we want to go. We need to start thinking about it now so that in the next round of bargaining we will be ready to formulate a coherent bargaining proposal on this issue.

Here are the top three things

I would like to see us adopt as objectives:

1. Regularization of Sessionals into Instructor positions. Sessionals are teaching-only positions, Instructors are permanent full-time teaching-only positions. A certain amount of seniority in the former position should automatically entitle someone to the latter position. What we currently do makes no sense at all.

2. A defined maximum teaching load for instructors. I know that in an institution as complex as UBC you cannot define a global workload maximum, but it is possible to define maxima by faculty or department. Other universities do it. In social science, for example, a 3/3 teaching load is generally regarded as the maximum teaching load any full-time faculty member can reasonably teach. Even that's really too high. Teaching is scholarly work; it's not (or at least it shouldn't be) assembly-line work. What is the point of having teaching intensive faculty members if you're not going to give them the time to do their job properly?

3. Pay equity with members of the professoriate. I know we don't have pay equity across departments but we do have salary ranges. Pay equity for teaching-stream faculty professorial salaries is a meaningful objective, even at UBC.



UBC Faculty Association Email Lists

We invite you to join our email distribution lists. With our email announcements, we are able to keep our readers up-to-date with current issues, seminars and conferences. We currently use the “faculty-association” list only for announcements and create topical lists that allow members to be a part of email discussions regarding major issues. We request that you be a part of our email list as your comments and opinions are valued.

Please see the following if you would like to subscribe to any of our lists:

- To join the *General Mailing List*:

UBC Vancouver - send an email to majordomo@interchange.ubc.ca with “subscribe faculty-association” in the first line of the body.

UBC Okanagan - send an email to majordomo@interchange.ubc.ca with “subscribe ubco-faculty” in the first line of the body.

- To join the *Sessional Faculty Mailing List*:

Send an email to majordomo@interchange.ubc.ca with “subscribe session-faculty” in the first line of the body.

If you decide to unsubscribe from any mailing list, send an email to majordomo@interchange.ubc.ca with the following command in the body of your email message:

unsubscribe list-name (i.e. faculty-association, ubco-faculty, faculty-retirement or session-faculty)

Or from an email account not listed on the mailing list

unsubscribe faculty-association name@interchange.ubc.ca

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