

Mandatory Retirement Ends at UBC

Brenda Peterson
President

Faculty Association members have ratified the agreement to end mandatory retirement at UBC! 843 members participated in the ratification vote with 745 voting in favour of the agreement and 98 against.

Effective May 15, 2007, faculty members, librarians and program directors can now choose when they wish to retire. In addition to an immediate moratorium on any further forced retirements, this agreement determines benefits for members working past age 65 and introduces a two-year pilot project

for flexible retirement options.

UBC is just seven months ahead of an expected ban on mandatory retirement throughout the province. Following most other provinces in Canada as well as many countries, the BC government has introduced legislation to amend the Human Rights Code which will eliminate mandatory retirement in British Columbia effective January 1, 2008.

The timing of this agreement is significant for members who turn 65 in 2007. Instead of being forced to retire on June 30th or December

31st this year, under the terms of the new agreement they can now choose whether to retire this year, continue to work full-time, apply for a reduced appointment, or opt for one of the phased-in or part-time retirement options.

This agreement has been years in the making. As more and more jurisdictions abolished mandatory retirement over the past few decades, the pressure has been mounting for the elimination of ageism on our campus. In the last

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Political Science Faculty Action on UBC Daycare Crisis

Lisa Sundstrom, Political Science

A group of faculty members within the Political Science department have mobilized to push the university to expand the number of spaces in its daycare system, as promised in the UBC Trek 2010 plan. With recent hiring of new junior faculty members, almost a third of our department members have confronted the daycare access crisis at UBC within the past five years, with waiting times for access to a childcare space

that have extended long beyond our paid parental leave period. It is now a two-to-three-year wait from application to receiving a spot in the UBC childcare system, and all other licensed group daycares in the city have waiting lists.

Faculty who have recently endured this waiting period have experienced a profound loss of productivity and enormous

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few years, this human rights issue became one of the key concerns of the Faculty Association. The Association has been very active in encouraging discussion on mandatory retirement including conducting several membership surveys, organizing a debate, creating an online discussion group, publishing numerous articles in the newsletter, and working closely with activist groups on campus as well as with our sister institutions in the province and across Canada. The Confederation of the Union of Faculty Associations in BC (CUFA/BC) launched an information campaign and website entitled *Ability Not Age* devoted to this issue and lobbied the provincial government and The University Presidents' Council. We are pleased to report that the University of Victoria and Simon Fraser University have reached tentative settlements to end mandatory retirement and expect results of their ratification votes by the end of the month.

The full text of the agreement

and a list of questions and answers on the details of the agreement are available on the Faculty Association website at <http://www.facultyassociation.ubc.ca> and the Faculty Relations website at http://www.hr.ubc.ca/faculty_relations/.

Thank you and congratulations to all members of the Association who worked on this issue. We would like to acknowledge the efforts and dedication of several individuals who invested countless hours in pursuing this agreement: Patricia Vertinsky, Tony Sheppard, Greg Lawrence, Andrew Irvine, Rob Clift, and members of the FA Bargaining Team: Brian Green, Elizabeth Hodgson, Jim Johnson, Nancy Langton, Brenda Peterson, and Ken Reeder.

Introducing your New Executive Committee

We had excellent participation in the election for executive positions this spring and it is my pleasure to welcome the newly elected members: Darrin Lehman (Psychology), Secretary; Mira

Sundara Rajan (Law), Chair, Status of Women Committee; and members-at-large: Hugh Neary (Economics), Chris Orvig (Chemistry), and James Tansey (Sauder School of Business). We would also like to welcome back Kenny Kwok (Cellular & Physiological Sciences), Chair, Personnel Services Committee, and Jim Johnson (Economics), Chair, Okanagan Faculty Committee, who were re-elected as members of the executive; Michael Pidwirny (Physical Geography), who was re-elected as First Vice-Chair of the Okanagan Faculty Committee; and Laura Hooker (Physical Geography), who was elected as Second Vice-Chair of the Okanagan Faculty Committee.

Continuing in the second year of their terms on the executive are: Brenda Peterson (Library), President; Elizabeth Hodgson (English), Vice President; Nancy Langton (Sauder School of Business), Treasurer; Petra

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Officers

Brenda Peterson
Faculty Association, 2.2651
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Elizabeth Hodgson
English, 2.5101
Vice President

Nancy Langton
Sauder School of Business,
2.8393
Treasurer

Darrin Lehman
Psychology, 2.4074 / 2.3007
Secretary

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Civil Engineering, 2.1365

Hugh Neary
Economics, 2.4505

Chris Orvig
Chemistry, 2.4449 / 2.8632

Ken Reeder
Literacy & Language Education,
2.5764

James Tansey
Sauder School of Business,
2.8625 / 827.4443

Lorraine Weir
English, 2.2942

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Jim Johnson
Economics, 7.9391
Okanagan Faculty

Kenny Kwok
Cellular & Physiological
Sciences, 2.6228
Personnel Services

Brenda Peterson
Salaries & Economic Benefits

Petra Ganzenmueller
Central, Eastern & Northern
European Studies, 2.2169
Sessional Faculty

Mira Sundara Rajan
Law, 827.5339
Status of Women

Association Staff

Vancouver: 604.822.3883
Okanagan: 250.807.9240

Brian Green
Acting Executive Director

Nancy Lovelace
Office Manager

Susan Palmer
Membership Services Officer

Michelle Bogdan
Membership Services Officer

Ranjit Sundur
Communications Assistant

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Ganzenmueller (Central, Eastern & Northern European Studies), Chair, Sessional Faculty Committee; and members-at-large Ken Reeder (Education), Barbara Lence (Engineering), and Lorraine Weir (English).

We would like to express our appreciation to the departing members of the executive for their many contributions, leadership, and service to the Association: Charles Menzies (Anthropology), Martin Adamson (Zoology), Ljiljana Biukovic (Law), and Stephen Petrina (Education). On behalf of all members of the Association, we thank you for your work and commitment.

Our appreciation and thanks to colleagues who agreed to stand for election: Karen Needham (Zoology), George Spiegelman (Microbiology and Immunology), and Jennifer Chan (Educational Studies). We hope that you will

consider standing again and we encourage your active participation in the work of the Association.

Rucker Case Update

With regard to a long-standing dispute over the promotion of Dr. Lance Rucker in Dentistry, new developments have complicated the situation. Recommended for promotion to Full Professor by his Department, Dr. Rucker was unanimously supported by the Faculty Committee and the Senior Appointments Committee, only to find his promotion denied by President Martha Piper. An arbitration panel found that decision unreasonable, ordering a reversal of the decision and beginning a string of appeals. The arbitrator’s decision – and the order to reverse denial and promote Dr. Rucker – was upheld by two panels of the Labour Relations Board and BC Supreme Court. But in a

recent decision of the BC Court of Appeal, 2 of 3 judges found in favour of UBC, ruling that the arbitrator overstepped her authority by ordering Dr. Piper to reverse her decision. Even though Dr. Piper’s decision may have been unreasonable, the court says, the arbitrator should have ordered Dr. Piper to reconsider rather than reverse her decision.

This case is an important one, with wide implications not only at UBC but across the country, raising questions about the relationship between labour statutes and the University Act, checks on Presidential authority, and options for redress. The Faculty Association is currently working closely with CAUT to request leave to appeal to the Supreme Court of Canada, and we will inform you regularly on developments.



SUMMARY OF AGREEMENT TO END MANDATORY RETIREMENT AT UBC

The Agreement contains three central elements:

1. An immediate moratorium on forced retirements (effective May 15, 2007).
2. Two-year pilot project offering a series of options available for members who wish to shape their end-of-career years. In these, members will give the university notice of intention to retire in return for the right to choose one of the following:
 - a. Phased Retirement: a three-year measured step-down of workload
 - b. Reduced Appointment: a guaranteed right to a reduced appointment
 - c. Reduced-Scope Appointment: the right to negotiate a reduction in certain parts of a member’s workload (specific terms subject to dean’s approval).
3. An agreement on benefits for members over 65:
 - a. Basic Group Life Insurance will drop to 1x member’s salary after age 65
 - b. IRP (Long-term disability) will not continue after age 65
 - c. All other benefits (including Extended Health & Dental) will continue unchanged for members from 65 until the age at which they must begin drawing their pensions (71)
 - d. Tuition fee waivers will be unaffected by member age
 - e. After pension-age (71), members may switch to UBC’s employee-paid “post-retirement benefits” or to another carrier if they wish.

2007 - 2008 Faculty Association Executive

Table Officers



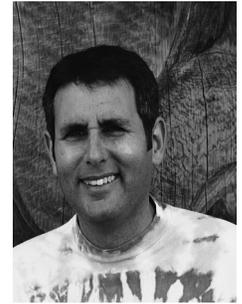
Brenda Peterson
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Darrin Lehman
Secretary

Members-at-Large



Barbara Lence
Civil Engineering



Chris Orvig
Chemistry



Hugh Neary
Economics



Ken Reeder
Literacy & Language
Education



James Tansey
Sauder School
of Business



Lorraine Weir
English

Committee Chairs



Jim Johnson
Okanagan Faculty



Petra Ganzenmueller
Sessional Faculty



Kenny Kwok
Personnel Services



Mira Sundura Rajan
Status of Women

Thank You to our Outgoing Members



Martin Adamson
Member-at-Large



Lilijana Biukovic
Member-at-Large



Charles Menzies
Secretary



Stephen Petrina
Member-at-Large

Sessional Sentinel

Karen Needham, SFC Committee

Recently, a situation arose that the Sessional Faculty Committee had to deal with, and it occurred to us that others were perhaps affected in a similar manner to the sessional faculty member who brought the issue to our attention.

This sessional faculty member had applied in the past, when she was a non-continuing sessional, for some professional development money from the one-time only fund that was established in 2000 and was bargained to continue until expended in 2004. Recently, she applied again to her PDR fund, but this time as a continuing sessional (she had achieved continuing status

in the interim).

Continuing sessionals are allotted \$500 PDR each year and can bank this money for up to three years. Her claim was for several hundred dollars, so imagine her surprise when her reimbursement cheque arrived with a much smaller amount on it! It turns out that the claim she had made years ago, to the one-time-only non-continuing sessional fund, had been deducted against her current claim as a continuing sessional six years later.

After several calls to UBC's Financial Services office and detailed conversations with those who administer the fund, this member has received a cheque

for the balance of her continuing sessional PDR claim, and the remainder has been credited back to her current PDR fund.

However, the possibility exists that others (who may not have noticed or who are not sure about how this fund works) may have had similar inappropriate deductions occur without realizing it. So please examine any reimbursement cheque from your PDR fund carefully and if you have any questions about how your claim was processed, do not hesitate to contact the Faculty Association office.



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personal stress. For departments and the university as a whole, it is enormously inefficient to have faculty members return to work (officially) while in practice they have little choice but to care for their infants during their work days. UBC advertises its outstanding childcare facilities as part of its recruitment strategy, and access to childcare is a crucial component of faculty retention.

In November 2006, the UBC Board of Governors approved the construction of three new daycare buildings. These buildings would provide a total of 120 spaces, including a doubling of infant spots. This expansion would represent a small fraction of the current waiting list, and funding for construction remains unconfirmed. UBC has received tentative

offers of funding from the Alma Mater Society and the University Neighbourhood Association, in return for dedicating corresponding portions of the new spaces to student and campus property-owning parents. The university has thus far failed to confirm funds for the remainder of the project, citing its need to wait for confirmation of provincial government funding, which is by no means guaranteed. Without funds dedicated to faculty parent spots, there is the potential for faculty to be even worse off on the waiting list following the expansion than they are now.

At a recent department meeting, our department endorsed a statement written by the UBC Daycare Parent Council, demanding that the university fulfill its Trek promise to expand

daycare. Our head has written a letter to President Toope and the Board of Governors, urging action. We now want to extend this advocacy model to other departments in the university. We believe that support from academic units will send a strong signal that a lack of access to childcare is an *institutional* problem, detrimental to the functioning and research productivity of the university as a whole.

We will soon make model documents available on the Faculty Association website that will assist other faculty members in asking their departments to take similar action. If enough of us speak up, we may finally be able to push this desperately needed expansion into fruition.



UVic & SFU Faculty Receive 2007 Distinguished Academics Awards

Confederation of University Faculty Associations of BC

A University of Victoria climate scientist who is working to make weather science more comprehensible to school children and a Simon Fraser University English professor who used his scholarly and creative writing in support of the Japanese Canadian redress movement were honoured on April 11th by receiving this year's CUFA/BC Distinguished Academics Awards.

UVic's Andrew Weaver was named *Academic of the Year* for his work in establishing a network of automated weather monitoring stations at Southern Vancouver Island schools (www.victoriaweather.ca), and for working with a Victoria teacher to prepare extensive

curriculum materials to be used by schools in the network.

SFU's Roy Miki received the *Career Achievement Award* for his part in the successful campaign for redress for Japanese Canadians interned during the Second World War and for establishing Asian Canadian literature as a legitimate and significant field of academic study.

These awards are presented annually to recognize faculty members at BC public universities who use their research and scholarly work to make contributions to the wider community.

"Prof. Weaver and Dr. Miki are stellar examples of BC public 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 Chris Petter, CUFA/BC President.

"Prof. Weaver developed a hands-on method to make the weather and climate more engaging for elementary and secondary school students," Petter continued. "Dr. Miki's experiences as a child of internees fuelled his drive to redress the wrong done to Japanese Canadians and to create opportunities for Asian Canadian writers to tell stories previously ignored by mainstream literature."



UBCFA Donation

Dear President Peterson:

On behalf of the UBC Committee of the World University Service of Canada (WUSC-UBC) I would like to acknowledge our gratitude for the Association's recent donation of \$10,000 in May 2007.

In addition, I would also like to take this opportunity to update you on some of our recent and upcoming activities. Each year, the Faculty Association donation is used to support WUSC programming on the UBC campus including the Student Refugee Sponsorship program, financial support for UBC students selected to participate in WUSC overseas programs, and the annual WUSC-UBC book drive. This past year we were able to sponsor three student refugees to come to UBC to complete their studies. Two of the students are from Sudan and one is from Somalia; all three arrived at UBC in September 2006 after spending years in the notorious Kakuma Refugee Camp in northern Kenya. Two UBC students have also been selected in a national competition to attend the upcoming 2007 International Summer Seminar in Ghana. This past year WUSC-UBC students also continued their longstanding tradition of an annual book drive, dispatching more than 20 cartons of books which were generously donated by UBC students and faculty members to the University of Juba in Sudan. None of these activities would have been possible without the strong and ongoing support provided by UBC faculty members through their faculty association.

Lastly, I am very pleased to inform you that UBC's new President, Professor Stephen Toope, will be hosting a reunion of WUSC-UBC alumni from the Student Refugee and Summer Seminar programs on April 30, 2007. This reunion will bring together nearly one hundred alumni whose ties to WUSC and UBC date from the 1950s through the present.

Yours sincerely,
Glen Peterson
Associate Professor, History
Faculty Advisor, WUSC-UBC

Campus 2020 Report Could Mean Big Changes in BC

Robert Clift

Confederation of University Faculty Associations of BC

The release of the long-awaited Campus 2020 report on April 23rd could mean big changes for BC's higher education system, even if the Government implements only a limited number of the 52 recommendations.

The key recommendation from report author Geoff Plant is for Government to establish targets for increasing participation in post-secondary education, increasing credential attainment, increasing graduate program enrollment, and increasing literacy levels. If the Government follows through on this recommendation, British Columbia will become the best educated and most literate province by 2020.

Plant also recommends that Government adopt specific strategies to ensure that participation rates and credential attainment rates are equalized for lower income British Columbians and Aboriginal peoples equalized across regions.

Unlike some past reports, the Campus 2020 report does not propose to sacrifice quality or the research mission of universities in order to achieve access and equity goals. Plant recommends that by 2015, BC institutions should be top-ranked in quality measures relating to student achievement. By 2010, Plant wants BC to be one of the top three provinces in terms of per capita spending on research and innovation.

The Campus 2020 report is

the result of four months of public consultations, private consultations with stakeholder groups, and a two-day provincial symposium. Submissions to the consultations covered a wide range of topics. There was consensus that the province was doing a good job of providing high-quality higher education opportunities, but more needed to be done to ensure that all British Columbians had access to those opportunities.

One of the more contentious recommendations in the report is that colleges lose the ability to grant degrees. That power was gained in 2002 with the approval of the *Degree Authorization Act*. That legislation provides a framework for private post-secondary institutions to grant degrees and also extends that power to those public institutions that previously were not permitted to grant degrees in their own name.

Under Plant's proposal, universities, university colleges (to be renamed as "regional universities") and provincial institutes would have the primary responsibility for offering degree programs, and community colleges would refocus their efforts on non-degree programs. Colleges would still be permitted to offer degree programs in conjunction with public degree-granting institutions, but only where there was a compelling need to do so in order to meet regional education objectives.

The Campus 2020 report also

addresses the various issues arising from the illegal and unethical conduct of private post-secondary institutions that has come to light since last fall. The "BC Brand" has been tarnished by these incidents, Plant says, and action must be taken to assure the rest of the world that BC educational programs, particularly in the private sector, are legitimate and sound. He recommends that BC establish a comprehensive system of accreditation for degree-granting institutions, and that the regulation of private non-degree granting institutions become much more transparent and representative of the public interest.

Minister of Advanced Education Murray Coell is reviewing the Campus 2020 report closely and it is likely that he will take action on some of the recommendations by the early fall.

The Campus 2020 report is available on-line at: http://www.campus2020.ca/EN/the_report/.



UBC Faculty Association Email Lists

We invite 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 “faculty-association” list only for announcements, but we do have list(s) 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

2unsubscribe faculty-association name@interchange.ubc.ca

Professional Development Reimbursement Funds

As spring turns into summer we would like to take this opportunity to remind members to be sure to use up their Professional Development Reimbursement funds.

Each year eligible Faculty Association members (faculty, librarians, program directors, and sessional faculty with continuing status) are entitled to be reimbursed for \$500 of professional development expenses. Although you can bank up to three years of PD funds, each June any unused allotment from outside of the three-year window drops from your banked funds.

To find out how much PD Funds you have remaining, you can contact Lisrianti Boyan at 604.822.2044 or lboyan@finance.ubc.ca; forms to apply for PD Reimbursement can be found at the Faculty Relations website: http://www.hr.ubc.ca/faculty_relations/compensation/pdrfund.html.

Faculty Association of the University of British Columbia

Vancouver Office
112 - 1924 West Mall
Vancouver, BC V6T 1Z2
604.822.3883 tel
604.222.0174 fax

Okanagan Office
SSC005, 3333 University Way
Kelowna, BC V1V 1V7
250.807.9240 tel
250.491.1210 fax

faculty@interchange.ubc.ca
<http://www.facultyassociation.ubc.ca>