

# Open Letter to President Toope on New Procedures for Evaluating Teaching

September 20, 2007

Dear President Toope:

The UBC Faculty Association calls for an immediate moratorium on the administration's current implementation of the UBC-Vancouver Senate's "Policy on Student Evaluation of Teaching." This major policy, only given approval by Senate in May 2007, is being put into rapid implementation without proper consideration or consultation, especially considering its dramatic implications.

The Faculty Association strongly supports student evaluations as one of several tools for developing better teaching at UBC. Our concerns with the implementa-

tion of the new policy include the following:

- The Collective Agreement specifies that teaching will be evaluated (by a variety of evaluators) according to: "the effectiveness rather than the popularity of the instructor, as indicated by command over subject matter, familiarity with recent developments in the field, preparedness, presentation, accessibility to students and influence on the intellectual and scholarly development of students." The six University Module questions ask students instead to assess "fairness of evaluation," "clarity of expectations," "ability to inspire interest," and "the instructor's concern for students' learning."

These questions focus on students' learning comfort rather than on the professor's knowledge of the discipline and ability to challenge learners.

- The University Module questions, because they will be standard across the university, will be increasingly relied upon by students and administrators as the ultimate metric for teaching quality. Yet the data gathered, stripped of context and disciplinary nuance, will be of limited value.
- We further question whether the University Module as an instrument conforms to best practice in psychometric research. We

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See "Open Letter"

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## Teaching Evaluations Recap

On May 16, 2007, the UBC-Vancouver Senate approved a new policy on student evaluation of teaching. Under this new policy, every course section, including those offered to undergraduate, graduate, and continuing studies students, will be evaluated using a modular design.

The University is implementing the new Senate policy this fall. Effective immediately, all faculties are required to include a new University Module with six core questions in the teaching evaluation process. Each instructor's scores on these six items will be provided to the individual, the department head or designate, dean or head of school, and the provost's office. Each individual faculty member will be asked to give consent to the publication of their scores on a student-accessible website. A copy of the sample consent form and the six core questions are available at [www.facultyassociation.ubc.ca/news&events.htm](http://www.facultyassociation.ubc.ca/news&events.htm)

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also have no information on the crucial question of how the data will be interpreted statistically.

• Further, the newly implemented web-platform for student-evaluations, CoursEval, creates an uncontrolled and inherently informal testing environment. This contravenes the Collective Agreement’s requirement for “formal procedures” for any evaluations.

We are seriously concerned that the current implementation of this policy will infringe on academic freedom; violate members’ privacy;

deny faculty members the right to fair consideration for tenure, promotion, and reappointment; and put faculty in danger of administrative reprisal if they don’t give consent for the publication of the University Module scores on a student-accessed website.

We believe that the University Module questions will not make better teachers, and will not give students the information they need to make wise and informed decisions about their courses. The questions do not focus on the quality of teaching and the depth of learning, which are key to a healthy

intellectual environment. We are not content to settle for an ineffective and easily misused instrument.

We intend to launch a policy grievance to oppose the way the university has decided to implement the Senate’s “Policy on Student Evaluation of Teaching.” We call upon the university to issue a moratorium in the meantime, so that these matters can be addressed with proper care and rigour.

Yours Sincerely,  
Brenda Peterson  
President

### Audio File Available:

#### [rateyourprofessor@ubc: Student Evaluations on Campus](http://www.facultyassociation.ubc.ca/news&events.htm)

An audio file of the special panel discussion, which was held at the UBC Faculty Association’s annual Spring General Meeting on March 1, 2007, is now available at: [www.facultyassociation.ubc.ca/news&events.htm](http://www.facultyassociation.ubc.ca/news&events.htm).

#### Invited Speakers:

- Joy Johnson, Chair, Senate Teaching & Learning Committee, Co-chair, Committee on Course Evaluations and Research & Graduate Programs (Nursing)
- Mary Bryson, Educational & Counselling Psychology & Special Education
- Bruno Zumbo, Educational & Counselling Psychology & Special Education

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Law, 827.5339  
[Status of Women](#)

#### Association Staff

Vancouver: 604.822.3883  
Okanagan: 250.807.9240

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Nancy Lovelace  
[Office Manager](#)

Susan Palmer  
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# Welcome to New Members

Brenda Peterson  
President

As the new academic year begins, we welcome all members who have just started working at UBC in Kelowna and Vancouver. The Faculty Association encourages you to make use of its membership services and expertise regarding tenure, promotion, mentoring, salary, benefits and other issues related to your working conditions. If you have any questions, please be sure to contact us via telephone, email or by visiting the Association Offices on either campus. Watch for announcements regarding our general meetings as well as special workshops on tenure and promotion that are co-sponsored by Faculty Relations and the Faculty Association. We wish all members a successful year.

We would also like to extend a warm welcome to David Farrar, the new Vice President Academic and Provost, who started his new position at the beginning of September, and Stephen Owen, the new Vice President External and Community Relations, who began working at UBC in mid-August. The Executive Committee is committed to fostering a strong working relationship with our new Vice Presidents. During the last week in September, the Executive Committee will be holding a special executive meeting with David Farrar and Stephen Toope.

## New Executive Director

The Executive Committee is very pleased to announce that after a national search Brian Green has been appointed as the new

Executive Director of the UBC Faculty Association. Brian is well known to many members. He has worked as a UBCFA Membership Services Officer since 2001 and has been Acting Executive Director on three separate occasions over the past few years. Prior to working for UBCFA Brian worked as Grievance Officer for the BCIT Faculty and Staff Association and as a shop steward and local vice-president with the Telecommunications Workers Union. He has a Masters degree in Latin American Studies from SFU and this summer successfully defended his Ph.D. dissertation in Sociology at UBC. Brian started his new position on July 1<sup>st</sup>, 2007.

## 2007 Salary Increases

As part of the four-year Collective Agreement for 2006–2010, members should have received their 2007 salary increases on their July pay cheques. General Salary Increases were paid as a flat dollar amount of \$992.30 per full time equivalent (FTE) plus a 1% percent increase. In addition, all members received an Occupational Market Increase of 0.86%. For members who received further increases as part of the Career Advancement Plan (CAP), which includes Career Progress Increments, Merit and Performance Salary Adjustments, the unit value for a full CPI or Merit increment for July 1, 2007 was \$1,354; this dollar amount varies from year to year. Still outstanding for this year are the productivity lump-sum payments

of up to 2% in accordance with Article 7 of the Agreement on Salaries and Economic Benefits. The Association and the university administration are undertaking a review of the criteria for this one-time productivity payment.

## Teaching Evaluations, Budgets, Research Funding

The Association continues to be involved in a wide range of activities. The most pressing issue for members is the current implementation of the new Senate Policy on Student Evaluation of Teaching (see Open Letter to President Toope on Page One). The Executive Committee acted swiftly because the implementation plans themselves have been so rapid and unannounced. We have asked to meet with the administration on this issue and will keep you informed about these discussions and further developments. The Association is also monitoring closely proposals for a new model for budget planning and the administration's response to the structural deficit the university is facing for 2008/2009. Finally, please mark your calendars for the upcoming Fall General Meeting on Thursday, October 25<sup>th</sup> at 12:30pm. There will be a special panel discussion on the future of university research funding. Speakers will include Don Brooks, Associate Vice President, Office of the Vice President of Research, and Alison Buchan, Senior Associate Dean, Research, in the Faculty of Medicine, among others. We look forward to seeing you there. ❖❖❖

# Updated Treasurer's Report: September 2007

Nancy Langton  
Treasurer

**A**s anticipated in my presentation to members at the Annual General Meeting in April this year, we have had to draw upon funds from our legal and general reserves to meet expenditures in the budget for 2007/2008. When we prepared this year's budget, we made a concerted effort to find ways to reduce expenses in all areas, and I am pleased to report that to date we have stayed well within our budget for all budget categories except for legal costs and a one-time payout for an employee departure. We have managed to do this while remaining committed to delivering a high level of service to our members.

Our legal bills have increased in recent years due to important cases on intellectual property, tenure and promotion and other matters for which we've defended members. We had allocated \$200,000 in legal fees in the proposed budget to cover our legal expenses for 2007/2008, fully aware that any remainder would have to come from our Legal Defense Fund. Because of the many different issues that members of the Association face, our legal fees are not predictable from year to year. This is why we have built up a legal reserve fund.

When I presented the proposed budget in April, I noted that we were working through an employee departure and that we did not have enough information to project the actual costs at that time. We have since paid out the employee, and while there has been an impact on our finances, these were one-time

costs and we are able to cover those expenses from our reserves.

In total we expect to draw about \$400,000 out of our reserves to cover our ongoing legal expenses as well as the one-time employee payout. We remain hopeful that we can reduce our legal expenses somewhat over the next year. Most of the cases generating these large legal bills were initiated several years ago and are now starting to wind down. We have been able to settle more of our cases without going to arbitration in the past year, which helps to keep our legal costs down. We hope that this trend will continue.

**UBC Faculty  
Association  
membership fees are  
among the lowest in  
the country.**

The other major factor that contributes to our operating costs is that the Association continues to face the challenge of integrating services for our members at UBC-O. Our costs for servicing UBC-O will continue to increase because the university's financial contribution for three years will end in 2008. Of course, we are committed to ensuring that members at UBC-O have an appropriate level of member services.

The Association has also faced several increases in CAUT and CUFA/BC dues costs over the past ten years, and we have not passed

these increases on to our members.

We believe that our Legal Defense fund together with our General Operating Reserves fund should have a reserve of about one year's operating expenses to ensure that we can respond quickly and decisively to represent members in important challenges to academic freedom. While our use of the reserves this year will result in us having less than one year's operating expenses in reserves, we believe that this will not create any significant challenges for this year. However, we are aware that the reserve funds will need to be built up again, and that this may require, at some future point, an increase in membership dues. We should note that UBC Faculty Association membership fees are among the lowest in the country.

If you have any questions about the budget, please do not hesitate to contact me.



# Arbitration Update: Senior Instructors

The University's position on the tenure of Senior Instructors who are promoted into the Professoriate as Assistant Professors has been upheld by an external arbitrator.

Senior Instructors are tenured faculty at UBC. Past practice, for at least the past 30 years, has been that any time a Senior Instructor was promoted to Assistant Professor, they maintained their tenure and did not go through a second tenure review. In fact, in the majority of cases, they have been subsequently promoted to Associate Professor and in some cases on to Professor.

In the last round of bargaining (2006) the University did two things: they told us this practice would stop, and they presented contract language to that effect. Given the long practice of having promoted Senior Instructors maintain their tenure, there was no agreement to change the language. After bargaining the

University then took the position that they didn't need to change the language, arguing that the Collective Agreement already provided for two types of tenure -- tenure as a Senior Instructor and tenure within the professoriate. On September 13, 2006 Faculty Relations provided notice to Deans and Departments that Senior Instructors would have to reviewed again for tenure if they are promoted to Assistant Professor. If Senior Instructors were not successful in getting tenure or promotion after the usual 7 years in the rank of Assistant Professor, instead of being given a terminal year at UBC, they would revert back to their tenured Senior Instructor position.

The Faculty Association filed a grievance, arguing that the September 2006 memorandum was a violation of the Agreement. The past practice, the University's bargaining proposal, as well as

numerous parts of the collective agreement were cited in support of the Faculty Association's position. The arbitration was heard on several dates in May and June by an external arbitrator, Mr. Colin Taylor.

The arbitrator's decision arrived in August 2007, and his interpretation of the Collective Agreement sided with the University administration. This will of course be a major disappointment to those Senior Instructors who had already begun the review process for promotion to Assistant Professor prior to September 13 and the University's announcement. What has not changed is that when Senior Instructors are reviewed and promoted directly to the position of Associate Professor, they then have tenure at that rank.

The Faculty Association and counsel have reviewed the arbitrator's decision and will not be appealing this ruling. ❖❖❖

## Upcoming Positive Space Sessions

It's that time again! New dates for the Positive Space Campaign workshops have been added to our website at [www.positivespace.ubc.ca](http://www.positivespace.ubc.ca). As you may recall, Positive Space is an initiative intended to raise the visibility of welcoming and supportive places for lesbian, gay, bisexual, transgendered, transsexual, two-spirit, queer, questioning and intersex (LGBQTTI) people and issues on campus. The new training dates are Thursday, October 11, 2007 from 9:00am - 12:30pm and Wednesday, November 7, 2007 from 1:00pm - 4:00pm.

Everyone is welcome to attend. Pre-registration is required. The workshops are 3.5 hours in length, informative, interactive and a lot of fun. They attract a diverse mix of people from across the campus, including those with a lot of experience and those to whom these issues are relatively new. There's something for everyone here.

After the initial workshop, the time commitment for volunteers is minimal. The workshops fill up quickly and we always have a waiting list, so please sign up soon! Please note that all workshops cover the same material so you need only attend one. All locations TBA. To pre-register, please email [am.long@ubc.ca](mailto:am.long@ubc.ca) or call 604.822.4859 with your name, department, phone number, email address and preferred training date. You can also register online at [www.positivespace.ubc.ca](http://www.positivespace.ubc.ca) (under "workshops").

The Positive Space Campaign is coordinated by UBC's Equity Office, with support from Counselling Services. If you have any questions about the Campaign or want further information, please see [www.positivespace.ubc.ca](http://www.positivespace.ubc.ca) or contact Anne-Marie Long at [am.long@ubc.ca](mailto:am.long@ubc.ca) or 604.822.4859.

# The “Q” Word

Robert Clift

Confederation of University Faculty Associations of BC

Accompanying the commencement of the new academic year, the media carried the usual stories about: shiny-faced first-year students, how today’s undergraduates differ from their predecessors, what the new students find hot in the popular culture, and complaints about tuition fees being too high. No where could you find a discussion about the “Q” word—quality.

It’s not that quality is a dirty word. The quality of higher education is just one of those ideas that hasn’t really captured the public’s imagination. The only public discourse on the quality of higher education occurs when a private institution closes, when a degree mill is uncovered, or when politicians exhort the public higher education system to become world-class. Although this is all part of a public discussion of quality, these types of stories offer only surface understandings.

The primary problem is that quality in higher education is hard to define. If we were working in widget factories, we could use statistical sampling techniques to assess how well our final products match our target standards. Or, if we worked in call centres, we could measure the length of time spent on calls and the number of calls that were resolved to the customer’s satisfaction.

If we consider university graduates to be our “products,” there are two substantial problems with which to contend. One is the problem of defining the intended use of the product. Without

knowing this, we can’t assess how well we’ve prepared the product to fulfill that role. The other problem is that our product will exercise free will in how exactly it employs the value we’ve added to it through a higher education. So, even if we’ve provided the best possible education, we can’t control how or if a graduate chooses to use their learning.

If assessing the quality of an educational experience is so difficult, why bother trying to do it? There is an ethical reason and a practical reason.

Ethically, we owe our students the best possible educational experience we can muster. A considerable trust has been put into our hands by our fellow citizens and we cannot betray that trust by providing our students with a mediocre education.

Practically, unless we can demonstrate differences in quality between the educational experience students receive at public universities and the experience they might receive at other types of higher education institutions, we are vulnerable to claims that others can do the same job we do at lower cost and/or in less time.

This is why the Confederation of University Faculty Associations of BC (CUFA/BC) is launching the BC Higher Education Quality Project (BCHEQP). This two-year project is intended to bring the quality of higher education to the attention of policy makers and the public. In doing so, CUFA/BC hopes to persuade the provincial government to make the funding of

quality as important as the funding of access. This is no small job.

The BCHEQP will carry out a number of activities to advance its goal. Surveys, case studies, literature reviews, policy analyses and other mechanisms will be used to describe and explain quality in higher education. Flowing from this will be policy and funding recommendations to the provincial government.

This project is the natural evolution of the considerable work CUFA/BC has been doing around funding for research and graduate education, and in exposing low and no-quality higher education institutions operating in British Columbia. The BCHEQP formalizes this work and brings new dimensions to the effort to have the public and policymakers recognize and demand high-quality higher education for all British Columbians.

In the coming months, we will be asking faculty members for their assistance by providing us with information and by participating in surveys. If we contact you, please support our work by responding. More information about the project will be available soon at: [www.higheredquality.ca](http://www.higheredquality.ca).

[www.higheredquality.ca](http://www.higheredquality.ca).



# Proposed Boycott of Israeli Institutions by British Academics: Response to President Toope

*Martin Adamson, Professor, Zoology; James Boucher, CUPE 2950; Nathan Crompton, UBC Arts 2008; Ivar Ekeland, Canada Research Chair in Mathematical Economics, UBC & Former President, University of Paris-9; Gabor Mate, B.A. (UBC 1968) M.D. (UBC 1973); Stephen Petrina, Education; E. Wayne Ross, Professor, Department of Curriculum Studies; Rabab Ward, Director ICICAS (Institute for Computing, Information and Cognitive Systems) UBC*

On June 15, UBC President Stephen Toope drew the attention of UBC's Academic community to a projected boycott of Israeli institutions by Britain's University and College Union. Signatories below, as staff, faculty and former students of UBC, hope that the President's comments mark the beginning of a discussion about this boycott among academics here at UBC.

It should be remembered, first of all, that boycotts are not about individuals. They are a tactic used to change specific policies---in this case, the illegal military occupation of the West Bank and Gaza, and the stifling consequences the occupation has had on the Palestinian population, including academics and students.

From 1988 to 1992, all schools and universities in the occupied territories were shut down by military order, and a whole generation of Palestinians was deprived of its right to education. Since 2000, a more subtle policy has been put in place. Travel restrictions make it impossible to attend a university unless you live within walking distance. Roadblocks, checkpoints, and curfews disrupt schedules, and make it impossible to plan the academic year and hold examinations.

Because foreign aid has been withheld, and tax revenues are likewise withheld (Palestinian taxes

are collected by Israel, which is supposed to transfer them to the Palestinian government, but refuses to do so), the universities cannot get funds and many students cannot afford tuition fees. One consequence has been that professors have gone unpaid for many months. Now Israeli authorities are denying visas to foreign academics who wish to teach in Palestinian universities, and even to Palestinians who have lived and taught there for many years but who hold a foreign passport.

These are just a few examples of the extreme difficulties faced by Palestinian academics and students, and a few reasons why the presidents of Palestinian universities have repeatedly called for international support.

In forty years of military occupation, there is no record of an Israeli university standing up for the rights of Palestinian universities. To be sure, there are voices of opposition within academia in Israel, and we admire them, as we admire the courageous Israeli journalists, such as Amira Hass, who give a voice to those who live under occupation, and the soldiers who refuse to serve in the occupied territories.

As stated above, a boycott is directed at institutions, not individuals. It might mean, for example, refusing on moral grounds to give a seminar at the College of Judea and Samaria, which was established

by Bar Ilan university on occupied territory, yet at the same time might permit collaboration with individual academics from Bar Ilan university itself.

Some of the undersigned participated in a boycott of Soviet universities, one aim of which was to coerce the Soviet government into allowing Jewish academics to emigrate to Israel, and we are proud of having done this. A boycott of Israeli universities, to coerce the Israeli government into allowing the Palestinian population its right to education, certainly needs to be discussed, and cannot be condemned offhand. As President Toope says, one purpose of a university is "to provide a free forum for ideas, popular or otherwise". We feel that President Toope has begun that discussion on this subject, and we would like to see it continue.

For further information about the boycott, visit: [www.inminds.co.uk/boycott-israel.php](http://www.inminds.co.uk/boycott-israel.php).

For further information about the struggles of Palestinian universities, visit their websites. Birzeit's is at: <http://right2edu.birzeit.edu/>.



# Case Update:

## Dr. Lance Rucker & Dr. Josephine Chiu-Duke

When we last reported on these cases (*Faculty Focus*, May 2007, p 3), the BC Court of Appeal had overturned, by a 2-1 decision, a series of previous court and Labour Board decisions in the Faculty Association's favour in the matter of the promotion of Dr. Lance Rucker. The specific impact on Dr. Rucker, and inferentially on Dr. Chiu-Duke is that their cases would have to be reconsidered by the President and the previous decisions of arbitrators and judges to "reverse" the promotion denials would not stand. In the case of Dr. Chiu-Duke, an earlier arbitration decision had required reconsideration at the level of the President — this then would require a second reconsideration.

What has emerged over the past years is that the dispute over the members' promotions was eclipsed by a dispute over the ability of an arbitrator to reverse and overturn a decision of the President.

While the University Act may give the authority to recommend promotions, tenure and terminations to the President, the jointly agreed-upon Collective Agreement provides for an appeal process when the President's decision is challenged on the basis of procedural errors or unreasonableness. In addition to the appeal process, the Labour Code requires that employment disputes have access to a third party adjudication with the power to make a final and binding resolution to a grievance.

If the decision of the BC Court of Appeal stands, it will have a

significantly negative impact on members' rights under the Collective Agreement and under the Labour Code. The Faculty Association is concerned that one possible outcome would be multiple rounds of reconsideration of Presidential decisions, without ultimate recourse to a final and binding decision. Because of the significance of this case to not only UBC faculty but also faculty across the country, the Faculty Association is seeking leave to appeal the decision to the Supreme Court of Canada. CAUT has provided input to this application and is watching this case closely because of its national significance. Our final submission has been made, and we will keep members informed of new developments.

As we became increasingly aware that the dispute was about more than two promotions, we called on the University to separate the specific cases from the larger legal issues. We are very pleased to report that the University did reconsider the cases of the two individuals, notwithstanding that the larger dispute is still before the courts. Both Dr. Rucker and Dr. Chiu-Duke have now been promoted, retroactive to July 1, 2002.

We warmly congratulate both Dr. Rucker and Dr. Chiu-Duke on their promotions and wish to applaud their years of determination and patience to secure not only their rights but the rights of other members.



### **Where the Collective Agreement Comes In**

Article 13 of the Conditions of Appointment for Faculty lays out the grounds under which appeals of Presidential decisions can be launched:

"A decision may be appealed on the ground that it was arrived at through procedural error or on the ground that it was unreasonable."

Where an arbitrator finds that a procedural error occurred and may have resulted in a wrong decision, the Collective Agreement provides for reconsideration at the level where the error occurred. Alternatively, the merits of the case can be reviewed and decided by an arbitrator if the error is such that the case cannot be fairly reconsidered.

Where an arbitrator finds a decision to have been unreasonable, the decision of the President shall be reversed.

# CAUT Contract Academic Staff Conference

Alexandra Henriques  
French, Hispanic and Italian Studies

On May 30, 2007, delegates from universities and colleges all over the country gathered at the University of Alberta for the Canadian Association of University Teachers (CAUT) Contract Academic Staff conference, “Career Path or Pit? Overcoming the Challenges Facing Contract Academic Staff.”

Michael Schoen, Faculty of Applied Science, and I attended this conference as UBC Faculty Association representatives.

I always prize opportunities to network, and we were treated to informative and entertaining speakers, one after another.

For us at UBC, the most important item discussed at the conference was the Pro Rata Model of compensation. Advocated and negotiated by CAUT, the Pro Rata Model “defines and compensates part-time work as a percentage of full-time work includ[ing] teaching, research and service.” (CAUT publication, *Stronger Together*, [www.caut.ca/en/issues/cas/stongertgether\\_oneassociation.pdf](http://www.caut.ca/en/issues/cas/stongertgether_oneassociation.pdf)).

CAUT believes that all academics should have a job which:

- Recognizes academic freedom
- Provides an opportunity for research
- Provides a voice in academic governance

The Pro Rata Model does pose serious challenges. For example:

- What about very part-time people?
- What measures can we take to protect people who want to

teach only?

- The definition of research has to be very wide to include everything: scholarly research, research on your teaching, working in field, studio work in the fine arts, etc.
- What exactly constitutes service?

My own very informal survey at the conference confirmed that many sessionals teach only and are not involved in research or service. This, of course, is in part a reaction to being overworked and underpaid. Many sessionals do in fact participate actively in service and scholarly activity.

In any event, despite the issues that most certainly will arise, the Pro Rata Model deserves a close

look and extensive discussion for the integrity of academic work and the advantages it offers sessional faculty.

- It gives sessionals access to a full career and full participation
- It makes it impossible to exploit “teaching-only” positions
- It undermines the financial incentive to use less than full-time appointments
- It will help part-time academic staff compete for continuing, full-time positions
- Those of us doing research could now be remunerated for it

For more information, check out CAUT’s website, [www.caut.ca](http://www.caut.ca), and email our Faculty Association, [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca). ❖❖❖



Alexandra Henriques, Sessional Lecturer, French, Hispanic and Italian Studies (left); Michael Schoen, Sessional Lecturer, Faculty of Applied Science (right)

## Sessional Work at UBC: Companion to Your Collective Agreement

The Sessional Faculty Committee has published a revised employment handbook entitled *Sessional Work at UBC*. This publication intends to inform you about the role of the Faculty Association and about essential services, resources, benefits and rights pertaining to your employment at UBC. Based on the queries that we most commonly receive, the manual provides information on the following topics:

- Employment Rights
- Payroll and Benefits
- Office Information, Communication, Library Card
- Class Instruction
- Additional Instructional Resources
- General Campus Information

The handbook has been distributed via campus mail to all sessional faculty members and it is also available online at [www.facultyassociation.ubc.ca/membership/sessionalfaculty.htm](http://www.facultyassociation.ubc.ca/membership/sessionalfaculty.htm).

If you do not receive a copy of the handbook, please email the Faculty Association ([faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca)) with your name, department and campus mailing address, and a copy will be mailed to you.

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## Live Well, Work Well: 5<sup>th</sup> Annual UBC Health Symposium

The 5<sup>th</sup> annual Health Symposium returns on October 3, 2007 at the Chan Centre for the Performing Arts. Presented by the Department of Health, Safety, and Environment, this year's health symposium focuses on taking responsibility for our health and encouraging the idea that health begins within and flows out into the workplace and larger community.

Keynote speakers this year include Dr. Gabor Maté, best-selling author of *When the Body Says No: The Cost of Hidden Stress* and Dr. Art Hister, the "media doctor" who appears on Global TV, Shaw Cable, and CKNW News. Dr. Hister is also the author of *Dr. Art Hister's Do-It-Yourself Guide to Health*.

Also available will be informative breakout sessions, our Health Fair, and the launch of a Pedometer Challenge. The Health Symposium is complimentary to all UBC faculty and staff. For more details and to register online, visit [www.hse.ubc.ca/health-symposium](http://www.hse.ubc.ca/health-symposium).

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## UBC Quarter-Century Club Celebration: 12<sup>th</sup> Annual Dinner

Jane Hutton, President, Quarter-Century Club

The UBC Quarter-Century Club recognizes and celebrates those who have served as full-time faculty members at UBC for 25 years. Our 12<sup>th</sup> annual dinner and 'inauguration' will be held Tuesday, October 2<sup>nd</sup> with Professor Stephen Toope, UBC President and Vice-Chancellor, presenting new inductees with a gold pin or pendant in appreciation of their many years of service and considerable academic contributions to our University. Inductees also receive a membership card entitling them to benefits such as free admission to the UBC Botanical Gardens and reduced admission to the UBC Aquatic Centre.

This same evening, Faculty members with 35 years of service are recognized and presented with a certificate and membership in the Tempus Fugit group. New inductees are listed at [www.ceremonies.ubc.ca/qcc](http://www.ceremonies.ubc.ca/qcc). Please review the names and join me in celebrating our colleagues and their long-standing commitment to UBC.

To be eligible for membership, one must have been a full-time UBC faculty member in the ranks of the Professoriate, Instructor, 12-month Lecturer, Librarian or Program Director for 25 or 35 accumulated years. Please visit the QCC website, [www.ceremonies.ubc.ca/qcc](http://www.ceremonies.ubc.ca/qcc), for detailed information on membership criteria, Club history, dinner details, and contact information.

The dinner on October 2<sup>nd</sup> will be held at Sage Bistro in the Leon and Thea Koerner University Centre. The reception begins at 6:00pm and dinner commences at 6:30pm (free for new 25 and 35-year members, with a cost of \$35.00 for colleagues who join us for this celebration.) The Ceremonies Office will send invitations to eligible members in the coming weeks and will appreciate your early response (and no later than September 24<sup>th</sup>).

I look forward to seeing everyone at this year's dinner!

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# Fair Employment Week at UBC

## "Stronger Together" 22 - 26 October 2007

Petra Ganzenmueller  
Chair, Sessional Faculty Committee

*What lessons are being taught to aspiring young academics when they realize that all of their foundational courses, their introduction to their discipline, are being given by people who earn less than they did at their summer jobs? What values are being learned when those who teach, who esteem the intellect and who extol the values of citizenship are apparently held in low regard by society and by the university community itself? The lessons are all too clear and instruct us all that teaching and learning, that the pursuit of truth, are all unworthy activities. Exploiting cheap labour to teach is teaching of the worst kind.*

This statement by Rich Moser of the American Association of University Professors explains the negative ethical and social repercussions that universities create for the academic mission by resorting to contingent positions to fill even long-term teaching needs. Using a predominantly managerial and cost-driven approach to post-secondary education by emulating the corporate "for-profit" model compromises the academic viability and intellectual integrity of higher education. In its publication *Stronger Together – One Association for all*, the Canadian Association of University Teachers (CAUT) notes:

*The inappropriate use of contract appointments is an academic freedom issue, a professional issue, a workload issue, an instructional issue, a curriculum issue, a governance issue, a research issue and a collective bargaining issue.*

At UBC, these vital and far-reaching issues are still waiting to be meaningfully addressed. Whenever university administrations resist providing equitable work environments despite their mission statements, the academic profession is under attack. A lack of parity, fairness and proportion-

ality in fundamental employment rights eventually affects all faculty appointments. As CAUT points out:

*tenured and tenure-track staff face a stark choice: help win salary, working conditions and other rights comparable to their own for contract academic staff or watch their own situation gradually decline to that suffered by their contract colleagues. The best way to move forward is [...] to recognize that the continued exploitation of some will eventually lead to the exploitation of all ([www.caut.ca/en/issues/cas/stongerttogether\\_oneassociation.pdf](http://www.caut.ca/en/issues/cas/stongerttogether_oneassociation.pdf)).*

Fair Employment Week (FEW) will once again bring discriminatory employment practices and divisive policies into the public eye. It will be held in Canada from October 22 to 26 with its equivalent, called Campus Equity Week, to take place in the US and Mexico from October 29 to November 2. Transnational in scope, FEW is endorsed by a coalition of faculty associations, labour activists and educators' organizations, including the Canadian Association of University Teachers (CAUT), the Federation of Post-Secondary Educators (FPSE), and the American Association of University

Professors (AAUP).

At UBC, the Sessional Faculty Committee will continue to educate the campus community about the inequitable working conditions faced by sessional academics, despite their substantive contributions to teaching, scholarship and service. We are currently in the planning phase for this year's FEW program and invite your input. If you would like to get involved, have questions or comments, please contact Petra Ganzenmueller at [pegacom@interchange.ubc.ca](mailto:pegacom@interchange.ubc.ca). Our finalized campaign will be published in the October newsletter and emailed to you through our sessional listserve.



### NEXT Sessional Get-Together

The Sessional Faculty Committee cordially invites you to our first get-together of the term. Come and join us for an informative afternoon (beverages are on us):

Date: Thursday, October 4, 2007

Time: 4:00pm - 6:00pm

Location: Koerner's Pub

Thea Koerner House,

Grad Student Centre, UBCV

**See you there!**

## MARK YOUR CALENDARS!

Don't miss the Special Panel Discussion

# The Future of University Research Funding

Moderator: Chris Orvig, Chemistry

Invited Speakers include:

- Don Brooks, Associate Vice President, Office of the Vice President of Research
- Alison Buchan, Senior Associate Dean, Research, Faculty of Medicine
- Susanna Braund, Canada Research Chair, Classical, Near Eastern & Religious Studies

at our

## Fall General Meeting

Thursday, October 25, 2007 @ 12:30pm

UBC Vancouver: ITServices/ Telestudios, Room 112, 2329 West Mall

UBC Okanagan: SCI 331

### Agenda:

1. Notice of Motion: THAT Loewen Stronach & Co. be reappointed as auditors for the Faculty Association
2. Special Panel: Future of University Research Funding
3. Other Business
4. Adjournment

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### 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](mailto:faculty@interchange.ubc.ca)  
[www.facultyassociation.ubc.ca](http://www.facultyassociation.ubc.ca)

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