

New Study Identifies Gender Wage Gap

Brenda Peterson
President

There are significant salary differences between male and female professorial faculty at UBC according to a recent study of faculty salaries by Oxana Marmer and Walter Sudmant in the UBC Planning and Institutional Research Office. The report also identifies a significant difference in the probability of promotion, with women being less likely to be promoted to the rank of Full Professor across most disciplines. Conducted at the request of the Faculty Association, the study *Statistical Analysis of UBC Faculty Salaries: Investigation of Differences Due to Sex or Visible Minority Status*

is available on the UBC Equity web site at: www.equity.ubc.ca/stats/reports.htm.

The Executive Committee met with Stephen Toope and Dave Farrar in late January and this salary study was at the top of our agenda. Both the President and the Provost expressed a strong commitment to eliminating salary inequities and barriers to career progress for all designated equity groups. They encouraged the assistance and participation of the Association in achieving these crucial goals.

In response to this report, the Faculty Association has requested the establishment of a Joint

University/ Faculty Association Committee to review the gender-based salary anomalies as reported in the study, to determine a method for salary adjustments for female faculty members, and to recommend further studies to investigate the reasons for the gender inequity in faculty salaries and under representation of women in senior ranks and administrative positions.

The Context: Special Inequity Funds in the 1980's

Over 25 years ago a study by
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Update: Teaching Evaluations

Faculty Association Grievance

The ongoing issues surrounding UBC's new Teaching Evaluation policy are one of the Association's current priorities. Friday, January 18 saw an arbitration hearing on the issue of the arbitrability of Senate policies. The University administration has taken the position that under no circumstances can any policy of Senate be challenged through the grievance procedure. This has forced a hearing on this preliminary matter before the merits of the specific policy can be

considered.

Under the University Act, UBC's constituent governing bodies are the Board of Governors and the Senate. At the arbitration hearing the University argued that its Collective Agreement with the Faculty Association does not bind the Senate, but rather only the Board of Governors; therefore, Senate may create policies without considering whether those policies conflict with the Agreement.

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Since the Senate is not bound by the Agreement, the University has claimed that Senate policies cannot be reviewed by an arbitrator, nor can they be grieved. Where any Collective Agreement provision conflicts with Senate policies, the University has argued that Agreement should be rendered void.

The Association, for its part, argued that UBC, not the Board of Governors, is the Employer party to the Agreement. Since Senate is a constituent part of UBC, Senate is bound by the Agreement, just as the Board of Governors, the President, and other academic administrators are bound by it. UBC, including Senate, cannot implement a policy that is inconsistent with the Agreement, nor can it implement a policy that is unreasonable. An arbitrator has jurisdiction to determine whether UBC has done so.

Timelines for Consultation and Review?

In his November 16th email message to faculty members regarding the implementation of the new university-wide protocol for student evaluations of teaching, Provost and Vice President Academic Dave Farrar indicated that:

- The Fall 2007 results of the six University Module questions would be carefully studied
- The results of this study will be made available to the university community on the website of the Office of Planning and Institutional Research (PAIR)
- A town hall meeting will be organized for faculty input
- In addition, there will be focus groups of faculty members

- The University will seek students' input
- This process will guide the review and revision, as needed, of the University Module.

To date, faculty members and departments have not received any further announcements from the Provost regarding the status of the study of the Fall 2007 University Module results nor any information regarding plans for the town hall meeting and faculty focus groups.

Once again, there is concern about the timelines for proper consultation and review of Fall 2007 results. Will there be sufficient time to provide feedback and to revise the questions this term? We will continue to seek regular updates on this important issue.



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“Gap”

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the Ad Hoc Committee on the Status of Female Faculty Members at UBC revealed an average difference in salaries of male and female faculty members of 4.2% or approximately \$2,000. As part of addressing these salary inequities, the Faculty Association negotiated additional funds to equalize compensation for women faculty in the 1987/88 and 1988/89 Collective Agreements. In these two contracts Special Inequity Funds totaling \$245,000 were dispersed to female faculty members.

Pay Equity at the University of Western Ontario

UBC is not alone in discovering that gender-based pay inequities are creeping back after being “fixed” in the 1980’s and 1990’s. For example, the University of Western Ontario conducted a pay equity study in 2005 using regression techniques to address the question: To what degree are salaries of full time faculty influenced by gender, independent of the influence of all other identified variables? Their study discovered a significant

gender-based salary differential. The University administration at UWO responded quickly to the study and in 2006 disbursed over \$640,000 to female faculty members with individual corrections averaging \$3986 for female Assistant Professors, \$2,356 for female Associate Professors, and \$2,760 for female Full Professors.

Other Related Issues

Ongoing gender-related inequities on campus flagged by the Association as well as President Toope and Associate Vice President, Equity Tom Patch in recent months include: the marked lack of women unit heads (only 4 currently at UBC Vancouver as reported in the most recent Equity Annual Report) and senior administrators (only one vice-president); deficiencies in family services (daycare being the most egregious example); and funding gaps for gender-studies programs on campus. This most recent salary study is only one piece of a much larger set of problems which we are committed to addressing with the

university administration.

Other Recent Reports

There have been several other important studies concerning equity issues at UBC over the past year which deserve close reading, including:

- *An Assessment of the Working Climate for Science Faculty at UBC* (May 2007) www.science.ubc.ca/index.php?option=com_content&task=view&id=42
- *Towards a Diverse Faculty of Science at UBC Vancouver* (DRAFT January 2008) www.science.ubc.ca/images/pdfs/WCA-plan-jan08.pdf
- *Addressing Equity and Race, a Report for the Equity Office, University of British Columbia* by Hayne Y. Wai (September 2007). www.equity.ubc.ca/stats/Addressing%20Equity%20and%20Race%20Report.pdf
- *University of British Columbia Equity Annual Report 2006* www.equity.ubc.ca/stats/Equity%20Annual%20Report%202006.pdf



Mind the Gap: Women at Work at UBC

Special Panel Discussion

Spring General Meeting

Thursday March 6th, 12:30pm

IT Services/ Telestudios, Room 0112, Vancouver (2329 West Mall)

To hear more about these issues and how the University can address them please come to the panel discussion at the Spring General Meeting on Thursday, March 6th at 12:30pm. Moderated by Mira Sundara Rajan, Chair of the Status of Women Committee, the panelists will include:

- Anne Condon, Associate Dean, Faculty Affairs and Strategic Initiatives, Faculty of Science and Professor, Computer Science
- Rachel Kuske, Head, Department of Mathematics and Chair of the Assessment Advisory Committee for on the Assessment of the Working Climate for Science Faculty at UBC
- Anita Palepu, Program Director, Clinical Investigator Program, Faculty of Medicine and UBC Liaison to the Association of American Medical Colleges’ Women in Medicine
- Amanda Vincent, Canada Research Chair in Marine Conservation, Associate Professor, & Director, Project Seahorse, Fisheries Centre

Your Forum: On The NCAA

Bruce Miller
Professor, Anthropology

According to athletic director Bob Philip, UBC has engaged for the last few years in a process which could see our university teams compete in the NCAA (the national collegiate athletics association in the United States), as early as the 2009 school year. Recently the NCAA revised its rules to allow non-US institutions to apply for membership in Division II, a less competitive level of competition than the better known Division I. Mr. Philip has made clear, however, that the goal is to enter Division I as soon as the NCAA makes this opportunity available. Mr. Philip has indicated that we should enter Division II now and evaluate later. But entry into the NCAA raises significant issues for UBC faculty and these issues ought to be part of a public and vigorous discussion. It's not simply an issue for the athletic department or a small campus committee to decide alone. I address my comments to the issues around Division I because Division II is merely a distraction from the real game.

The NCAA is a deeply troubled institution. An editorial in the November 6, 2006 New York Times made this clear, pointing to the Congressional investigation of abuses and corruption. The editorial writer noted that only a handful of high-end colleges make money, leaving the rest to be heavily subsidized. "Run by celebrity coaches who earn more than \$1 million a year---

and supported by adoring fans, boosters, and trustees—the campus sports machines easily overshadow the college faculties and presidents, some of whom seem frankly fearful of speaking up about abuses”.

Here are some of the many issues UBC faculty might consider:

- The refocusing of the administration's time, energy and money on athletics rather than the primary academic mission of UBC.
 - The incidence of violence on campus associated with student athletes—at a rate that far exceeds that of the student body as a whole (see studies by the National Coalition Against Violent Athletes). In particular, violence against women is a problem associated with NCAA athletics. These athletes would live in dormitories on campus, potentially distorting the environments there as has happened on American campuses.
 - Reduction in admission standards to accommodate athletes who can compete at the Division I level.
 - The presence of students in our classes who simply don't have the time, inclination, or ability to perform in class. NCAA Division I athletics requires a commitment of time which can make merely attending class
- difficult. The time commitment far exceeds that required by the current Canadian university athletics programs. NCAA Division I baseball teams, for example, play as many as 80 or more games a year and the players often miss much of the term. Basketball teams play 40 or more times and athletes in all sports are often gone from campus. Faculty are expected to facilitate all of this (provide extra exams, give tutoring sessions and so on) in a manner which is not currently the practice at UBC.
- Pressures exerted on faculty to pass failing students who are academically ineligible.
 - Many of those capable of competing at the NCAA Division I level have gone through their schooling in an atmosphere of adulation, assistance and entitlement which makes them unwilling to grasp the requirements to succeed academically. These unwilling students degrade the classroom environment for other students.
 - Low graduation rates of Division I athletes. The abusive use of athletes who enter university, help teams win, and then leave or are kicked out without a degree or any real academic development.

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“NCAA”

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- Mr. Philip has indicated that UBC would recruit nationally in order to have competitive programs. Currently, local BC athletes who have excelled in high school have a good chance to make teams here. Far fewer BC athletes would have this opportunity after entry in the NCAA.
- The enormous cost of building facilities suitable for Division I. Currently UBC has no such facilities, perhaps with the exception of the swimming pool. The University of Washington, for example, wants \$300 million simply to refurbish the football stadium and has proposed new taxes for King County to do so.
- Failure to support Canadian institutions—including the Canadian Interuniversity Sports association. ❖❖❖

Open House for Women

**Monday, March 10, 2008
3:00pm - 5:00pm**

The Status of Women Committee in sponsoring an Open House for all women faculty members, librarians, and program directors in the Faculty Association Office on Thursday, February 28th.

Please drop by to meet the new members of the committee and other women from across campus. We want to hear your stories and find out what your top priorities are for the work of the committee. RSVP to: faculty@interchange.ubc.ca by March 4, 2008.

Financial Planning Lecture Series 2008

Time: 12:10pm – 12:55pm

Location: Lecture Hall 3, Woodward IRC
2194 Health Sciences Mall

February 27

Real Estate Strategies for the Lower Mainland Market

This session is not to be missed by anyone considering buying a home in Vancouver for the first time, downsizing or considering real estate as an investment. *Speakers: Dr. Tsur Somerville, Director, UBC Centre for Urban Economics and Real Estate, Sauder School of Business*

March 5

Estate Planning and Wills

The law related to estate planning has been changing significantly over the past few years - with more changes expected this year. As a result, there are new challenges as well as new tools available. Our speakers will discuss what to consider when doing your Will (and why you need one at all); when to consider setting up trusts and what planning you might do in case you become incapable (should you have a power of attorney, representation agreement or any other related documents?). This session will also touch on reducing taxes payable at death; dealing with blended family situations; and providing for beneficiaries with disabilities. *Speakers: Mary B. Hamilton and Emma J. Ferguson, Davis LLP, Legal Advisors*

March 12

What does Retirement Mean for You?

We all talk about retirement, but what does retirement really mean? Do you retire because you have to or because you want to? Can you “phase your retirement”? What will you do without a class to teach or lab to run? Where will you spend your income and how much will you need? What will threaten the quality of your retirement? These questions and others will be discussed in this session as you learn how to effectively plan for your retirement by using your personal skills and financial resources. *Speakers: Dr. Stanley W. Hamilton, Professor, Finance, Sauder School of Business*

NO ADVANCE REGISTRATION REQUIRED!

Sponsored by

The UBC Faculty Association in conjunction with UBC Continuing Studies

The Big Picture: Looking Ahead to the 2009 BC Election

Robert Clift

Executive Director, Confederation of University Faculty Associations of British Columbia

It may seem a trifle early, but now is the time to start thinking about what the 2009 provincial election will hold for BC's higher education sector. The party that forms the next government may be preoccupied with the 2010 Olympics, but they would be ill-advised not to spend considerable effort and money developing our higher education system to assist with the profound economic and social changes on our doorstep.

In the 2005 election, higher education didn't play a key role in the campaign. The governing Liberals emphasized their commitment to add 25,000 new student spaces to the public institutions and to limit tuition fee increases to the rate of inflation. The New Democrats promised to freeze tuition fees, reinstate grants for students with financial need and increase the number of apprenticeships. The Green Party made similar promises to those of the NDP. Although these issues made top billing when the party leaders visited university and college campuses, they were practically invisible in the broader campaign.

This wasn't for a lack of problems in the higher education system in 2005. There was a legacy from Social Credit, NDP and Liberal governments of forcing public institutions to create new student spaces without the necessary new funding—this was particularly egregious for graduate student spaces. There was a patchwork of student financial

assistance programs that sometimes formed its own barrier to accessing higher education. As well, there was a growing unmet demand for skilled trades and technical workers. Finally, we lacked a provincial strategy to leverage BC's considerable intellectual talent to help transform the economy and society. In other words, the higher education issues of concern to British Columbians in 2005 are the same issues that concern us today.

This is not to say there haven't been improvements in these areas since the 2005 election. The Liberal government followed through on the limited campaign promises it made. The government has also made incremental progress in other areas such as developing a research strategy, improving access for aboriginal learners, and tightening up control over rogue private institutions.

However, what the Liberals, NDP and Greens haven't done is to commit to a big picture for higher education in British Columbia: a vision of what higher education in the province should look like by the end of the next government's mandate and beyond.

The Liberal government's Campus 2020 project was an attempt to create this vision. Campus 2020 report author Geoff Plant recommended ambitious, but attainable, targets in a number of key areas. However, since the release of his report in April 2007, government action on the recommendations has been painfully slow.

As we approach the first anniversary of the report's release, it's still unclear if the government intends to act on Campus 2020's key recommendations regarding access and excellence.

The NDP and the Greens have also failed to articulate a vision for higher education. The release of the Campus 2020 report was an opportunity for these parties to develop and explain their own plans for an inclusive, comprehensive and high-quality system of higher education for British Columbia. But other than the NDP's few criticisms of the Campus 2020 process and final report, these parties have been silent.

The increasing role of the knowledge-based economy, the declining number of young people, the long term economic and social effects of the pine beetle devastation, the breakdown of traditional employment relationships, and the immediate need to reduce our impact on the environment all cry out for a well-educated populace with the knowledge, skills and creativity to tackle thorny economic, scientific, cultural and social challenges.

Will BC's major political parties recognize this and make the long-term investment needed to implement a big picture for higher education? Or will the 2009 election result in another four years of limping along without clear and comprehensive goals?



UBC FACULTY ASSOCIATION ELECTIONS 2008-2009

CALL FOR NOMINATIONS

The Nominations Committee of the UBC Faculty Association is seeking interested candidates for the upcoming election of Executive Committee members.

Nominees to-date are:

President (two-year term)

- Elizabeth Hodgson, Associate Professor, Department of English

Vice President (two-year term)

- Nancy Langton, Associate Professor, Sauder School of Business

Treasurer (two-year term)

- Kathryn Hornby, Medical Liaison Librarian, Life Sciences Library

Secretary (two-year term)

- Darrin Lehman, Associate Dean, Faculty of Arts and Professor, Department of Psychology

Members-at-Large – three positions (two-year terms)

- Martin Adamson, Professor, Department of Zoology
- Robert Gateman, Sessional Lecturer, Department of Economics
- Thomas Sork, Professor, Department of Educational Studies

Chair, Sessional Faculty Committee (two-year term)

- Alison Acheson, Sessional Lecturer, Department of Theatre, Film & Creative Writing

If you are interested in standing for election, please send the completed nominations form to the Nominations Committee by fax (604.222.0174), post or in person at the Faculty Association Office (112-1924 West Mall, Vancouver, BC V6T 1Z2); or, send an email to faculty@interchange.ubc.ca with the position for which you wish to stand for and the names and email addresses of two Faculty Association members who support your candidacy.

Nominations close on Thursday, March 6, 2008

2008 NOMINATION FORM

NAME (please print): _____ DEPARTMENT: _____

NOMINATED FOR POSITION OF: _____

SIGNATURE OF NOMINEE: _____

SIGNATURE OF NOMINATOR: _____

NAME (please print): _____

SIGNATURE OF NOMINATOR: _____

NAME (please print): _____

The State of the Union:

New Challenges for the UBC Faculty Association

Overview

Compared with five years ago, the Association's mandate and obligations have shifted considerably:

- Since 2001 we've had legal recognition under the Labour Code, which gives us expanded powers, duties, and responsibilities;
- We now represent 300 additional members on the UBC-O campus
- We face major re-allotments of University budgets;
- We struggle against increased government interference in bargaining
- We are seeing more University administrators who are legal professionals rather than academics
- We've seen a dramatic increase in the numbers of problems and grievances brought to us, with increasing types and complexity of issues
- As a result of the above, we've experienced an increased reliance on professional staff to manage the day-to-day affairs of the Association, and significant pressures on budgets, Executive members, and the organization as a whole.

The Faculty Association has devoted this past year to ensuring that our structure and mandate reflect these current realities and our future needs. We've examined our organizational structures, our goals and priorities, and how best to allocate resources to achieve those goals. Our self-study has led

to a number of changes (introduced or under consideration) to further our ability to meet your needs. Some of these:

Resolving Member Issues:

The Personnel Services Committee, which handles complaints and grievances, has been incredibly successful in achieving informal resolution of disputes. The number of cases proceeding to arbitration has dropped significantly, and we currently have only two cases formally in the legal system. The PSC Chair, Kenny Kwok, has established regular office hours so that he and the professional staff have more opportunities to discuss cases face to face. With Okanagan Faculty Committee Chair Jim Johnson, we are also in the process of building a more localized support network for members at UBC-O, and organizing formal training for PSC and Executive members through the CAUT.

Association Outreach & Advocacy:

The Executive of the Association has developed a new model for the Association's collective bargaining team so that bargaining preparation and research is a constant thread in our work. The details of that proposed change will be distributed to you soon. We have also started rebuilding the Status of Women Committee, under Chair Mira Sundara Rajan. Finally, the Executive has strengthened links with our Health and Safety, Board of Governors, and Senate representatives.

Priorities:

At its Fall 2007 retreat, the Executive of the Association set its priorities for the next year. These fall into a few key categories, each with specific tasks:

Collective Bargaining Preparation:

- 1) Develop options for addressing government interference in bargaining
- 2) Broaden bargaining committee mandates before negotiations
- 3) Consult with other university faculty associations to develop bargaining strategies

Consultation & Member Engagement:

- 1) Go local more often: meet face-to-face with members on issues they see in their daily work
- 2) Conduct broader member surveys to determine the major challenges you face in teaching, research, service and academic life
- 3) Ensure the Association has broad and visible engagement with the University and the wider community (collaborate & communicate!)

Tackle Standardization & "Productivity" Measures:

- 1) Pursue concerns with new standardized teaching evaluation protocols, especially as they vitiate departmental knowledge & cultures
- 2) emphasize collegial governance and departmental decision-making as the fundamental pillars

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I Am UBC: "... Off Track"

Sessional Academic at UBC

“Mom, why don't you get a real job?” my son said to me towards the end of my fifth year teaching full-time as a sessional lecturer.

Kids—I've come to know—have a tendency to name things exactly as they see them. In this case, my son wasn't willing to buy that real work equates with real job. He knows I'm busy and he knows that when we do order a pizza there's always a moment of calculation. And more often, we don't. My task, during September, is to discover which one other child in his class has not been to Disneyland, learn this child's name, and remember it for when the subject comes up. And it does.

Pizza and Disneyland are extras. They are not necessary for a good life. Some might even consider them detrimental. What

is necessary for a good life is living with some degree of security. In our current society, job security—for most—is a relic, packed away with Grandfather's gold watch from the mill. Nonetheless, one hopes for something more than eight months at a time. Sessional life is in increments of four or eight months with pay, four without, and the possibility of Nothing after that. A possibility I fend off with broom, pen, and rolled-up degrees.

Eleanor Roosevelt said that no one can make you feel inferior unless you allow them. Amazing how a dead woman's voice can carry me through faculty meetings, first class introductions, and moments when students express a desire to work with me through the summer, and I have to tell them I can't. And why. What is necessary for a good life is to live free of

humiliation.

How is it that the fight for civil rights, while frequently birthed of knowledge and impulse that comes of world-learning beyond grade twelve, should so have slipped under the radar of higher education? While North American academics write, and research, and promote awareness of human rights issues around the world, there is a dead rat in the wall of the family home.

My work is important to me. Now if only it were a real job.

In the newsletter's "I Am UBC" feature, we invite Faculty Association members to tell us their stories. If you would like to add your voice, please contact us at faculty@interchange.ubc.ca. All contributions are confidential.



"Challenges"

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of the university and identify the dangers of standardized, colour-by-numbers approaches to teaching and scholarship

Resources to Assist our Members:

The Association's Treasurer, Nancy Langton, has carefully reviewed the organization's budget, and steps have been taken to cut costs where possible. The Association has a policy to resolve budget deficits over three-year spans (like U of T). Legal services, however, continue to pose a challenge as the work of the Association has expanded to cover a wider range of member-issues, and those few cases which do require legal resolution tend to

be not only important, precedent-setting cases but also complex and expensive. In addition, our partner organizations provincially and federally, CUFA/BC and CAUT, have both raised their fees to us several times over the last decade, with no corresponding increase in our own mil rate. The bottom line? The cost of doing our work has increased dramatically, and this is by no means a phenomenon unique to our organization. UBC has this year increased its own legal budget by \$1 million, and our colleagues at SFU Faculty Association and the University of Alberta Association of Academic Staff both increased dues in 2007

to achieve a greater budgetary balance. Here at the UBC Faculty Association we expect that we will need to adjust our own mil rate in the near future. While we save our legal counsel for times when we need to provide you with specialist service and protection, we nonetheless anticipate that a dues increase may be required next year in order to ensure that members of the Association can be properly represented when it matters most. More detailed information on that option is currently being prepared and will be shared with all members well in advance of any ballot on the question.



NEW Employee & Family Assistance Program Provider

The University's Employee and Family Assistance Program (EFAP) committee, comprised of representatives from both Vancouver and the Okanagan, recently engaged in a competitive bid process in order to ensure that services are of the highest quality, are keeping pace with advancements in the market, and are competitively priced.

After careful evaluation and consideration, we are pleased to announce that Human Solutions™ (also known as Wilson Banwell Proact Human Solutions™) was selected to be UBC's designated EFAP provider effective February 19, 2008. Human Solutions™ has

a reputation of service excellence, is a leader in the industry, and has offered the University extremely competitive rates.

Human Solutions™ will replace Interlock, who has been providing EFAP services to UBC for the past several years. As we transition from Interlock to Human Solutions™, there will be no disruption of EFAP services. Staff and faculty and their family members who are currently in counseling will have until the end of March 2008 to complete counseling with Interlock. Those who have not yet completed counseling at that time may transfer to Human Solutions™ to continue counseling. All services offered

by Interlock will continue to be offered by Human Solutions™.

Staff and faculty can contact Human Solutions™, from February 19th onward, at 1.800.663.1142 to schedule an appointment. Staff, faculty, and family members can call Human Solutions™ any time, day or night, 365 days a year. In the case of an emergency, face-to-face consultation can be arranged within hours. Instant support is always available over the phone. As always, use of the EFAP program is strictly confidential.

If you have any questions please contact Stephanie Mah at 604.822.6823, or by email at stephanie.mah@ubc.ca. ❖❖❖



UBCFA Executive members Darrin Lehman, Psychology (l) and Chris Orvig, Chemistry (r) chat with a member at the UBCFA's End of Term Celebration in December 2007.

From this Corner: What is the PSC?

Kenny Kwok

Chair, Personnel Services Committee

The Personnel Services Committee investigates complaints by individuals concerning their tenure, salaries, and other conditions of service. The PSC provides a valuable service to our membership. Its goal is to assist members in understanding the collective agreement and protecting their rights. In addition, the PSC challenges policies that may have adverse or untoward consequences for Faculty Association members. Initially our approach is to attempt to resolve any complaint through collegial and informal avenues. We are able to resolve the vast majority of complaints through discussion and negotiation, whether the dispute involves tenure, promotion or reappointment, workload concerns, disciplinary issues, or any number of things. In the event that we are unable to settle a complaint or concern informally, formal processes are sought, chiefly through grievance and third-party arbitration.

The role of the PSC is to ensure that the collective agreement between the university and the Faculty Association is upheld and our members rights protected. PSC members have a unique opportunity to assist colleagues, and gain important insights into the University and the role of the Association. The PSC meets monthly from September to May, and new volunteers are always welcome. If you would like to join our committee, please contact the Faculty Association office.

After the phone call - how member concerns are addressed

& resolved:

A major part of the Faculty Association's work involves advocacy for members whose rights under the *Collective Agreement* may have been violated. Within the Association, the Personnel Services Committee is responsible for such cases. Composed of members of various ranks and units, the PSC works closely with Association staff to provide advice and support; cases brought before the PSC are treated in confidence, though some disclosure may be required in the case of formal grievances.

Issues before the PSC may be of two types. **Complaints are those issues in which the Association may represent and/ or advocate on behalf of a member or group of members, but whose concerns may not arise from a violation of the *Collective Agreement* or any legislation.** A complaint may also arise where a specific violation has not yet occurred, but can be anticipated without intervention. In these cases, the PSC may work with members and/ or the University administration to resolve the issue and prevent escalation.

Grievances arise from violations of specific rights under the *Collective Agreement* or some other piece of legislation. Most often, grievances can be resolved informally through negotiation and discussion.

However, the grievance procedure is a quasi-legal process, which may lead to third-party binding arbitration. If this occurs the arbitrator makes a written decision which

potentially sets a precedent for similar cases in the future. Once a formal grievance is launched, that grievance is the legal responsibility of the Association rather than the member(s) involved. The Association assumes responsibility for the way the case is pursued, including legal costs, and retains the right to arbitrate or settle as it deems appropriate.

When a case is first received, it will be carefully reviewed to determine whether it constitutes a complaint or a grievance. If it is the latter, a letter is sent to the University indicating the faculty member(s) involved, the specific violation alleged, and the redress sought by the Association.

If a formal grievance cannot be resolved through negotiation, the PSC may consider recommending the case proceed to arbitration; whether or not this occurs may depend on a number of factors, including the wishes of the member and legal advice on the chances of success.

If a case does indeed proceed to arbitration, the member will have the right to meet with legal counsel in advance of the proceedings, and may be required to appear at the hearing to give testimony.

Where a member wishes to pursue a case to arbitration, but the PSC recommends against that course of action, the member has the right to appeal that recommendation first to the Table Officers of the Association and, finally, to the entire Association Executive.



UBC FACULTY ASSOCIATION

PROMOTION & TENURE SEMINAR

Reception to follow seminar

Tuesday, April 1, 2008

Seminar 3:30pm – 4:30pm

Reception 4:30pm – 5:30pm

Social Lounge, St. John's College
2111 Lower Mall, UBC Vancouver Campus

Panelists:

- Martin Adamson, UBCFA Representative, Senior Appointments Committee
- Jan Freedman, Chair, Senior Appointments Committee
- David Farrar, Provost & Vice President, Academic

MC: Kenny Kwok, Chair, UBCFA Personnel Services Committee

This information session is open to all faculty members and is of special interest to tenure-track members and those interested in promotion. There will be opportunities to obtain information, hear personal experiences with the process and to ask questions.

You will leave this session with a broader view of promotion and tenure issues seen from several perspectives. You will have opportunities to meet colleagues in an informal setting and share tips and information about promotion and tenure.

LIMITED SEATING!

PRE-REGISTRATION REQUIRED by March 27th

Please register by sending an email to the UBC Faculty Association at faculty@interchange.ubc.ca.

Be sure to include your full name, faculty, department and position/rank.

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