

Forward Thinking

Elizabeth Hodgson
President



engagement very much.

Tune-Up: Thanks very much to all of you who voted on the recent ballot questions. All of the motions carried: the dues increase passed by a 2-to-1 margin, and the constitutional amendments had over 90% approval. We will be well-positioned now to protect and represent you in the future; we appreciate your support and

Bargaining Preparation: The Association's Vice-President Nancy Langton will be chairing our new Bargaining Preparation Committee. 2010 is only a year away, and we'll have lots to prepare for our formal negotiations with the administration. If you know of areas of the Collective Agreement which need work, or topics it doesn't address but should, please let Nancy know (nancy.langton@sauder.ubc.ca). If you're interested in serving on the committee to help with the preparations for bargaining (research, tracking past decisions, charting problem areas and unresolved issues), please let the Association know. You collectively represent a wealth of expertise in law, labour relations, negotiation, economics, management studies, ageing and retirement, workplace policies for families, toxic workplaces, social psychology and statistics—we could really use your help over the next year.

Equipped for the Future: Our new Executive Director Murray Mollard is now in place, so our office is now in great shape and we're ready to roll. See a profile of Murray on page 3.

A Fresh Look: Over the next few months we'll be updating our communication tools: newsletter, website, visual presence, emails. We're seeking to be more open, more approachable, more respon-

sive to you, and we'll be signalling that in our graphics as well as in a more substantive rethinking of how we talk to and hear from you.

Issues on the Horizon

1. Senate case: The Faculty Association, supported by our national Association of University Teachers (CAUT) as well as by CUPE, is challenging UBC's arguments in court that it can use Senate to nullify our Collective Agreement. This case has national importance and is being watched intently. The UBC lawyers are currently challenging CAUT's and CUPE's interventions, which will slow down the path to the BC Court of Appeals. We'll keep you posted. Our submissions to the court are on our website for you to read.

2. Student Evaluation Protocols: Our policy grievance on the university's implementation of new protocols for collecting, using, and disseminating student evaluation data is ongoing. Until it is resolved, please continue to make your views known to your heads, deans, and senior administrators. If you experience any employment-consequences which seem to be based solely on data collected through these new student-evaluation protocols, do call the Association, and we'll help you out.

3. UBC Farm: The Faculty Association Executive has called upon President Toope to hold a town-hall meeting on the UBC Farm so that the community can debate and discuss this important issue before the Board of Governors makes any decisions on its future. See the article from two UBC professors on this issue on page 6.

There are many ways for the Association to serve and represent you; do drop us a line at faculty@intechange.ubc.ca if you have comments, suggestions, or queries, or if you need help with a problem. We're here for you. **FF**

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Your Forum: Respectful Environment: Why Not Negotiate It?

Bill Bruneau

Past UBCFA President

Faculty Focus accepts submissions from UBC Faculty Association members on issues of interest. Unless otherwise stated, the opinions expressed are those of the author(s) and not necessarily those of the Association or its Executive Committee.

A few weeks ago, you probably received an electronic copy of a UBC *Statement on Respectful Environment for Students, Faculty and Staff* (available at: www.bog.ubc.ca/packages/2008/SUB-BG-080925_6.4.pdf).

The UBC administration says it wants to create an “environment” where “respect, civility, diversity, opportunity and inclusion are valued.” The writer(s) put the verb in the passive voice, so it is unclear who will create the “respectful environment,” how it will be enforced, once it comes into being, who will do the “valuing.”

But we should be grateful the administration does not plan to compel sweetness and light at UBC. Instead, it promises to put us into a frame of mind where sweetness and light might flourish of their own accord.

It's important to say here that the *Statement* shows “awareness” of academic freedom. Indeed, the *Statement* is just good enough that one can imagine coexisting with it, for a while anyway. According to the document, the administration plans a 12-month trial.

The “Action Plan” says the project will be judged a success if “UBC leaders [the administration and UBC ‘human resource professionals’] are aware of the statement and the principles it promotes, and have the training to meet its goals.” A new UBC staff person will look after “workshops, web technology, and existing university learning opportunities” to further “respect, civility, diversity, opportunity and inclusion.”

In short, if we are lucky, the administration will be more enlightened at the end of the coming year than it is now.

It is at least questionable whether

this new mechanism (if that is the right term) should be funded at all, given that it calls for the “education” (training?) of the administration—the very people who developed it. And considering its direct implications for academic research and teaching at UBC, and its possible bearing on academic freedom in this place, its principles and goals ought to be agreed only after thorough collegial debate. As for its “mechanisms,” they should be negotiated with the Faculty Association, after public arguments about funding, and after the academic discussions have concluded.

It is unclear who will create the “respectful environment,” how it will be enforced ... who will do the “valuing.”

Although the *Statement* invites scepticism at least, and cynicism at worst, there are further reasons why UBCFA members might want to read it with care. Some of those reasons are suggested by parallel events in Manitoba.

The UBC *Statement* arrived in my email on the day I heard from a colleague at Brandon University [BU] about their Respectful Environment Statement. The BU administration and Board of Governors decided to implement a “Respectful Environment Policy” in September 2008. Shortly afterward, Brandon University Faculty Association went on strike for two weeks. In dispute were money, and the same respectful environment policy.

Monetary questions were ultimately more decisive and intractable in the strike than the policy, which the Administration agreed to change early in the strike.

BU colleagues were rightly worried that a colleague might be judged “uncivil” or even “harassing” just because she vigorously argued all sides of unpopular cases, for example, the rights and wrongs of Chinese claims of sovereignty over Tibet, or the political significance of Islamic religious texts. Worse, it seemed just possible under the BU policy that a person discomfited by vigorous-but-reasonable argument, might claim to have been harassed.

Now we return to UBC: An administrator might argue that the new UBC *Statement* isn't a policy at all. It doesn't have a policy number; it's not listed among other policies (BoG or Senate). But since it requires financial expenditure, and since it is closely tied to a “real” policy (Policy #3 on Discrimination and Harassment), and since it requires sustained and regulated actions by administrative officers—surely it's a “policy” after all.

To remind us that faculty were not and are not a party to the *Statement*, the Summary explicitly notes that “the Equity Office and Human Resources...developed” the *Statement*. “It will be forwarded for information [my emphasis] to the Vancouver and Okanagan Senates.” The President's Advisory Committee will evaluate the education programme; that evaluation will go to the University Executive, the Board and the Senates—presumably for information again.

... continued on page 3
see “Respectful Workplace”

"Respectful Workplace"
...continued from page 2

Academic Freedom: Sections B and C of the *Statement* address limits of the "freedom of expression and the freedom of inquiry" at UBC: "these freedoms cannot exist without an equally vigorous commitment to recognition of and respect for the freedoms of others, and concern for the well-being of every member of the university community. Excellence in scholarship, teaching and employment activities flows from active concern and respect for others, including their ability to participate meaningfully in the exchange of information, ideas, beliefs and opinions."

If a UBC employee disseminates an unpopular point of view, her academic freedom is limited in two ways: first, she must show demonstrable regard for the well being of every member of the university community; and second, she may be as vigorous and determined in presenting her

views as she likes, but not at the expense of the educational progress of the student (or the dignity of the employee, depending on the case).

The first limit seems impractical—can we demonstrably have regard for every member of the community as we work at UBC? Must we have this Bodhisattvic outlook 100% of the time?

Now Section C defines harassment (following Policy #3), showing how that bad behaviour makes true education impossible. By defining bad behaviour so closely and clearly, it implies that an enormously wide standard of "good" educational behaviour would be agreeable—thus accommodating our academic freedom. Still, it isn't hard to imagine cases where, despite the limits laid out in Section C, the standards in B could lead to informal or formal discipline of a professor or employee.

The second, more strictly educational limit on academic freedom, arises from the meaning of "educational progress" in widely different settings. If harassment is behaviour (I'll call this X) that undermines "educational progress" (this I'll call Y), it will be crucial to find reliable ways to connect X and Y. Who will do the assessing? In what measures should we put our faith? And then, who can tell when an act has decisively undermined the educational or employment "progress" of a member of UBC?

Maybe the *Statement's* limits on academic freedom can be written and applied in a ways that assure academic freedom. But surely the best way to go about that is to insist that their applications be negotiated with the faculty association, not imposed by the administration. **FF**

The Association Welcomes Our New Executive Director: Murray Mollard



The UBC Faculty Association is pleased to announce that we have hired Murray Mollard as our new Executive Director effective November 17, 2008.

Murray is a graduate of UBC's Faculty of Commerce (1986) and McGill University's Faculty of Law

(1990) and has been a member of the Law Society of British Columbia since 1992.

Immediately prior to joining the Faculty Association, he was the Executive Director of the B.C. Civil Liberties Association and also held the position of Policy Director with the BCCLA. He has worked with UBC Professor Emeritus Bill Black (Law) on his Human Rights Review in the 1990s and with the Commission of Inquiry into Policing (Oppal Commission). He articulated with Leo McGrady, Q.C. With experience as an Adjunct Professor in the UBC Law School and Instructor at both Douglas College and

Kwantlen University, Murray is also familiar with the academic environment and the roles faculty play.

Murray comes to the Faculty Association with a strong knowledge of the university environment and rights advocacy, extensive experience in non-profit management and a commitment to fostering positive working relationships with key partners. He will be a wonderful addition to our superb professional and administrative support staff at the Faculty Association.

Murray says, "I believe that for UBC to meet its aspirations as a leading university, renowned for its teaching and research, Faculty Association members require excellent working conditions and working environments as well as supportive relationships between the university and its faculty, librarians, and program directors. I look forward to working on behalf of Faculty Association members and with UBC to achieve these goals."

Mr. Mollard can be contacted at the Faculty Association office: 604.822.6126/murray.mollard@ubc.ca.

Keeping Up the Pressure on University Funding Shortfalls

Paul Bowles

President, Confederation of University Faculty Associations of BC

The unexpected reductions in university operating grants last spring continues to be the focus for CUFA BC as the specific implications of those cuts become more apparent. Although every university has been negatively affected by the cuts, the crisis is most acute at SFU, where 30 faculty positions and 50 staff positions are under threat. We've been working closely with the SFU Faculty Association and have highlighted their situation as a stark example of the negative effects of the government's misguided post-secondary education funding policies.

CUFA BC has kept up the pressure on the government by engaging the Minister of Advanced Education through newspaper opinion pieces and letters to the editor. We also continue to challenge the Minister's oft-repeated misleading claim that post-secondary funding has increased by 40% since 2000/01. His number is based on budget **estimates** not budget **actuals** and **does not** take into account increased **enrolment** and the effects of **inflation**. CUFA BC's own estimates indicate that university and college budgets would need to rise by \$230 million to match the real funding level per FTE student in 2001/02.

During the past month, CUFA BC's Executive Director, Robert Clift, and I met with the Deputy Minister of Advanced Education and with the NDP's Critic for Advanced Education to drive home the seriousness of the current cuts. We are heartened to see that the NDP included the restoration of the \$50 million taken from the post-secondary sector last March in their party's response to the current global financial crisis.

The financial crisis has obviously affected the provincial budget process. With the government's budgetary predictions rapidly changing, it is uncertain what the universities should expect. Public sector budgets would seem to be especially vulnerable given that the government has accelerated a new round of tax cuts and has also indicated that it will not run a budget deficit. If provincial revenues deteriorate as the economy slows and energy and resource prices continue to fall, this may signal public expenditure cuts.

Further tightening of university budgets will jeopardize the province's public education infrastructure at a time when it is most needed.

CUFA BC argues that further tightening of university budgets will jeopardize the province's public education infrastructure at a time when it is most needed. Evidence suggests that post-secondary enrolment tends to be counter-cyclical, with economic recessions driving people back to the classroom.

CUFA BC regularly raises these issues in the media, meets formally and informally with government officials and coordinates with other bodies with similar interests. To this end, Robert Clift and I also met with The Research Universities' Council (formerly The University Presidents' Council) to discuss the effects of the funding shortfalls. Robert

and I were joined by CUFA BC's Executive Assistant, Angela Hold, in meeting with K-12 and post-secondary stakeholders to reactivate the Coalition for Public Education. By working both independently and collaboratively, CUFA BC protects and advances the interests of university faculty members with government and the public. Our message may be one of many fighting for attention, but we have a pretty good record of "punching above our weight" in getting attention and action.

There is an important role that individual faculty association members can play in keeping up the pressure on government. In response to individual faculty member requests, CUFA BC has put together an information sheet which members – and their family and friends – can use if they wish to contact their MLA with their concerns over university funding. This type of contact is particularly influential in the lead up to the May 2009 provincial election. The information sheet is available from the CUFA BC website at: www.cufa.bc.ca/NoMoreCuts.

In a subsequent newsletter article I will invite you to consider the future course of universities in the province beyond the next election. Whichever party is elected next May, CUFA BC will play an active role in shaping the post-secondary education agenda. We need your ideas to help us craft our goals for the next four years and beyond. I will discuss how you can participate in a future article. [ff](#)

Fair Employment Week 2008: Invisible Faculty Become Visible

Karen Needham

Chair, Sessional Faculty Committee

Universities and colleges across North America celebrated Fair Employment Week (FEW) from October 27th to 31st, 2008. FEW was sponsored by a coalition of Canadian and US organizations, including the Canadian Association of University Teachers (CAUT), the Federation of Post-Secondary Educators (FPSE) of BC, and the American Association of University Professors (AAUP). The purpose of FEW was to highlight the poor pay and working conditions of part-time, sessional, and non-tenure track faculty across North America.

Here at UBC, we have more than 700 of these "hidden academics", many of whom teach year after year, contract after contract, without ever being offered a more stable employment situation. In some departments, sessional faculty are responsible for more than 80% of the undergraduate teaching. In addition to their teaching duties, many UBC sessional faculty also conduct research and participate in service at departmental, university-wide, and national levels. They design courses, supervise teaching assistants and graduate students, organize academic conferences, and publish academic papers and books—all for full-time pay as low as \$32,000/year!

In order to make the campus community aware of this situation, as well as to celebrate the accomplishments of sessional faculty and to highlight their essential contribution to the academic mission of UBC, the Sessional Faculty Committee of the Faculty Association, with the assistance of the Faculty Association Executive, organized two events for FEW:

Monday: we had a booth from 11 am-1 pm in the Student Union Building, where

we displayed publications by sessional faculty, newspaper and magazine articles about issues facing contract academics, and comparisons of sessional faculty pay scales with those of other UBC faculty and high school teachers in Vancouver. Many people stopped by to chat with us. Some said that they had noticed the campaign in past years and were beginning to understand the issues. Others said that they would like more details about our situation. Very satisfying either way. A special thank-you is due to the president of the Faculty Association, Elizabeth Hodgson, who showed solidarity by speaking to many on our behalf, and to all the members of the Sessional Faculty Committee who took time out of their busy schedules to do the same.

Wednesday: We sponsored a social event for sessional faculty at the Graduate Student Center, for sessional faculty to meet one another and share their stories. It was well-received and many lively discussions took place.

Thanks to all of those who participated in making FEW a great success. We hope that the end of Fair Employment Week finds you more informed about the working and learning conditions of contingent faculty here at UBC and across the country. If you have any further questions about sessional faculty issues, please feel free to contact Karen Needham via email at needham@zoology.ubc.ca or via phone at 604.822.3379. [FF](#)



Karen Needham, Chair, Sessional Faculty Committee & Lecturer, Zoology, (far left) & Rick Gooding, Sessional Lecturer, English, (far right) speak with students about sessional faculty at UBC.

WUSC Student Refugee Program

Glen Peterson

WUSC-BC Faculty Advisor & Associate Professor, History

The UBC Committee of the World University Service of Canada (WUSC-UBC) gratefully acknowledges the Association's recent donation of \$10,000. As in previous years, these funds will be used to support the WUSC Student Refugee Program, provide financial assistance to UBC students selected to participate in the WUSC International Seminar, international internships and other WUSC activities overseas, and provide support for various WUSC-UBC initiatives on campus including symposia, workshops and other public events.

Founded shortly after the First World War as part of an international effort to assist students displaced by the war, the World University Service has since become one of Canada's leading non-governmental organizations, known throughout the world for its innovative and uniquely student-based international initiatives. There are now more than 70 WUSC local committees on university and college campuses across Canada.

For its part, WUSC-UBC is one of the oldest and most active student clubs on campus. Established in 1947, WUSC-UBC has been a positive force for change

on campus for than half a century. The internationally acclaimed WUSC Student Refugee Program (SRP) was first established in 1978 and has been on the UBC campus since 1981. Since its inception nearly 1000 student refugees have attended universities throughout Canada including nearly 50 at UBC alone. Based on a remarkable alliance involving the AMS, the university administration and the UBC Faculty Association, WUSC-UBC now sponsors up to four student refugees each year to complete their studies at UBC—more than any other university in the country. Among the many UBC graduates of the Student Refugee Program are teachers, university professors, research scientists, physicians, social workers, community planners, dentists, foresters, customs officers and personal counsellors. The Student Refugee Program benefits not only the student refugees themselves but often changes the lives of the UBC students who single-handedly manage and run this program. As one recent WUSC-UBC student member put it: "We talk about the sponsored students and how their lives are changed, but our lives change as well. You learn about these issues in class or you

see them on the news, but to actually meet someone who has lived through political instability and who has lived in the refugee camps and to be able to interact with them on a personal level and to become friends is really amazing and really enlightening."

Since its inception in 1948, the WUSC International Seminar has provided Canadian students and faculty with a unique first-hand experience of the dynamics of a rapidly changing world. More than 2000 Canadian students and faculty have participated in the annual International Seminar. Seminar alumni include Pierre Trudeau, Eugene Forsey, Chief Justice Beverly McLachlin, and numerous UBC students, faculty and staff. WUSC-UBC received the WUSC National Award for outstanding achievement by a local committee in 2003.

The success of WUSC-UBC has always rested on the strong support it continues to receive from UBC students, the university administration, and UBC faculty members. UBC faculty members who would like to make a tax-deductible donation to WUSC-UBC are invited to do so by visiting www.wusc.ca/en/donate/donate. **FF**

Information Session:

The Recent Market Volatility & Your Faculty Pension Plan

Date: Thursday, December 11, 2008

Time: 3:00pm - 4:30pm

Location: Woodward Instructional Resource Centre, Room 4
2194 Health Sciences Mall, Vancouver, BC

Please confirm your attendance by contacting Kathy Pang via the Faculty Pension Plan feedback webpage, www.pensions.ubc.ca/faculty/feedback.php, or calling 604.822.8100.

Your Forum: UBC Farm Interest Statement

Faculty Focus accepts submissions from UBC Faculty Association members on issues of interest. Unless otherwise stated, the opinions expressed are those of the author(s) and not necessarily those of the Association or its Executive Committee.

As you may be aware, UBC is in the final planning stages for South Campus, including the 'Academic Reserve', 24 ha where the Centre for Sustainable Food Systems at UBC Farm (CSFS) resides. Although the University has confirmed that a farm will be maintained, its size, layout, location, and capacity remains unclear. To promote positive dialogue on the South Campus plan, we have written the following Statement for your consideration. If you agree with the Statement, please go to the signatory page URL and add your name. Thank you for your consideration; the CSFS is an important University asset that deserves our support.

Andrew Riseman, Faculty of Land and Food Systems; Mark Vellend, Faculty of Science

We the undersigned hereby offer our support to the Centre for Sustainable Food Systems at UBC Farm. We understand that the CSFS falls within the 'Academic Reserve' in the campus planning process, and we feel that the continued elimination of campus open spaces is not justified by the purported financial gains from development. Especially with young faculty unable to afford the housing being built, we feel that the university has passed the threshold beyond which the potential benefits are outweighed by the loss of critically important areas like the CSFS. There are other housing developments in the area, but just one working farm. It is unconscionable to replace the latter with more of the former.

Specifically, we are writing in support of the CSFS because we feel:

1. the CSFS provides a focus and vital component for UBC's efforts to position itself as the world's leading sustainable campus;
2. the CSFS offers a unique opportunity as an innovative research platform allowing for trans-disciplinary, departmental, and Faculty engagement;
3. the CSFS and other open spaces on campus are what make UBC unique relative to other universities, allowing for rich and multifaceted experiences among UBC's students, faculty, staff and surrounding communities;
4. the CSFS provides an irreplaceable service through conducting research and disseminating information on regional food system sustainability, food security, and agricultural impacts on greenhouse gas emissions;
5. the CSFS allows for strong experiential learning opportunities that directly link the food system's components from production through waste management;
6. the CSFS can serve as a model for how to effectively manage the interface between urban and rural land uses.

Therefore, we ask that:

1. the University gives critical attention to the uniqueness of the current site (i.e., 40 years of soil conditioning and management) and its surrounding biomes;
2. the University engages all stakeholders in a transparent and open process in developing plans for South Campus that account for all legitimate interests and concerns of the stakeholders;
3. the University ensures that any plans brought forward for public discussion position the CSFS with no net loss of teaching, research, or out-reach capacity;
4. the University includes in their analyses future needs of the CSFS in terms of both maintaining, as well as increasing, its capacity to engage in teaching, research, and out-reach activities;
5. the University accounts for both the active production areas of the CSFS as well as the surrounding biomes (e.g., wetlands, forest) that supply the CSFS with essential environmental services;
6. the University evaluates the potential of creating an innovative, mixed use community that includes the unique amenity value of an urban farm that is integrated with the wider community;
7. if any portion of the current 24 hectares is developed, that a portion of the endowment funds generated go to support future programming at the CSFS.
8. the University provide a guarantee that the lands will remain as academic for at least 30 years into the future.

Signatory page link: <https://secure.landfood.ubc.ca/farmaid/>

ANNOUNCEMENTS

Status of Women Committee Pub Nights

The Status of Women Committee (SWC) invites you to their Pub Nights at Mahoney's Pub (5990 University Blvd, UBCV) on the upcoming Thursdays:

- January 17, 2009
- February 28, 2009
- March 20, 2009
- April 3, 2009

Pub Nights will provide an informal opportunity to get together with colleagues across the UBC campus, to build contacts and share ideas! all UBC faculty, librarians and program directors invited. Snacks provided. If you are able to send an RSVP, please email the SWC Chair Mira Sundara Rajan at sundararajan@law.ubc.ca. If not, feel free to drop in at your convenience. We look forward to seeing you there!

Attention Faculty Parents Hoping to Get into UBC Childcare

There are many parents on the UBC childcare wait list, and perhaps many others who have decided not to even try to get into UBC childcare given the long wait time. Are you a faculty member whose children are not in the UBC childcare system, and are you anxious about finding a daycare spot for your child? Are you concerned about the inadequate access to childcare for faculty parents at UBC? Would you like to join a group of other faculty parents who share your predicament to determine a strategy to advocate for improved daycare access at UBC? This group does not yet exist—we would be working together to set it up. If you are interested in doing so, please contact Christina Hendricks at clhendricks@me.com.

Speak Up!

The University regularly seeks your comments and feedback on various issues that affect the campus community. Take a moment to participate and SPEAK UP!

Faculty feedback currently being sought on:

- The UBC Aboriginal Strategic Plan Draft.
 - To view the draft plan, visit: [http:// December 4, 2008.ubc.ca/](http://December4,2008.ubc.ca/)
 - To complete the survey, visit: www.surveys.ubc.ca
- UBC's Strategic Plan
 - Map a Mission: a memo, with a series of questions, from President Stephen Toope to the UBC campus community; www.strategicplan.ubc.ca

Office Closure

The UBC Faculty Association will close for the Holiday Season on Monday, December 22, 2007 & will re-open on Monday, January 5, 2009. Staff will continue to monitor voice mail & email.

UBCFA EXECUTIVE COMMITTEE

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