



**We Stand on Guard 2**  
President's Message

**Privacy Policy 4**  
UBC Board of Governors withdraws  
its draft Privacy Policy

**How It's Done 5**  
Retention allotments at UBC

**Reading Between the Lines 7**  
Your rights when faced with  
UBC investigations

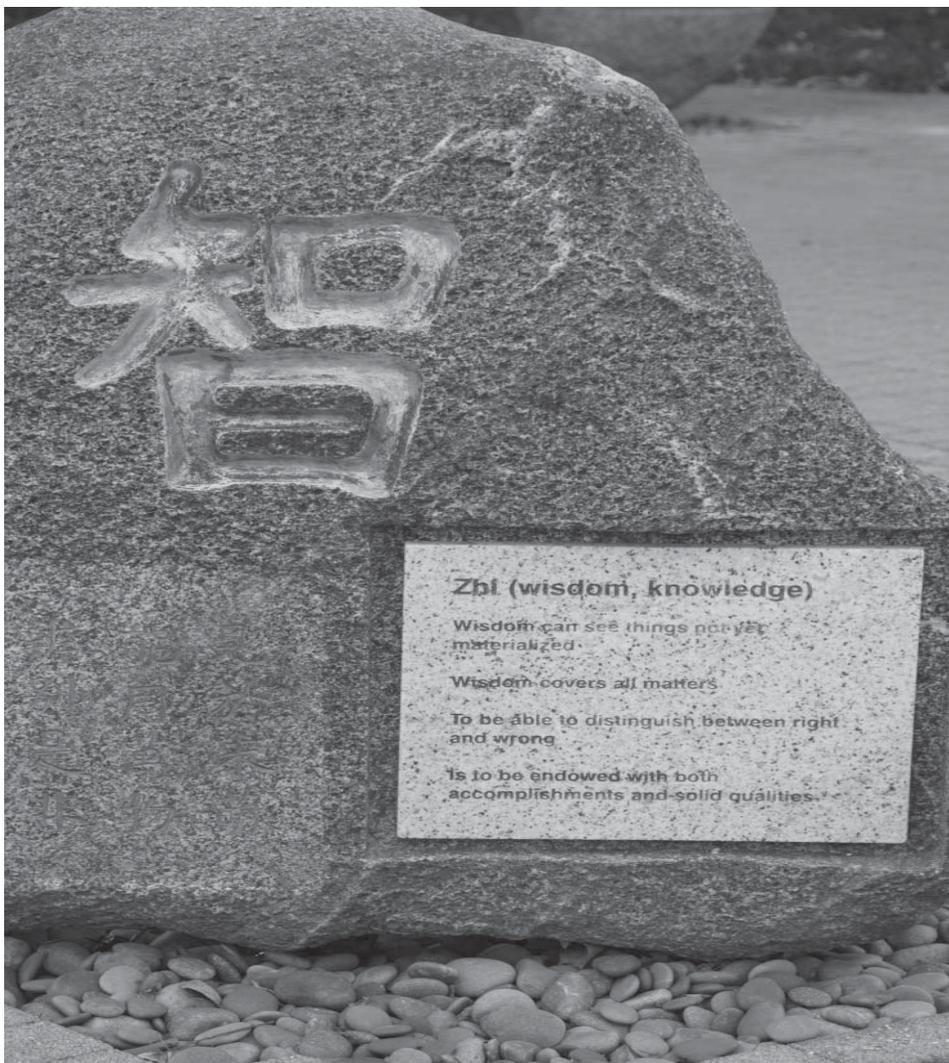


photo by Nancy Langton

**APRIL 2009**  
VOL42NO2

# FACULTY FOCUS



Elizabeth Hodgson, President



## Privacy Policy

We are very pleased to announce that in response to our and the AMS' interventions on its very problematic draft privacy policy, the Board of Governors has in fact withdrawn the policy. President Toope has said he wants to consider the matter further before taking any action to revisit the issue. We were able to present our concerns with the policy to the Board of Governors committee meeting, and several Board members expressed similar reservations about the far-reaching and invasive effects of the policy. We will continue to monitor this issue, of course, but we are very happy on your behalf that the administration has opted to reconsider how privacy should be protected and framed at UBC. For more, see the article on page 5.

The language of the draft Privacy Policy suggested that members would cede custody & control over all data & records to the University.

## Student Evaluations of Teaching

The provost has announced that the Vancouver administration is launching a website which would broadcast numeric scores from the six "University Module" student evaluation of teaching

The University administration can collect this data but they cannot compel you to release it for publication until our grievance on the new Student Evaluations policy is resolved.

questions imposed on some areas of campus last year. Know your rights: you must be asked for your consent to have the scores on these questions published on this website, for each and every course, *after* you have seen the scores. *Your consent must*

*be active; that is, if you do nothing, the scores on those six questions cannot be published. Your consent cannot be coerced: your head, your dean, or the provost cannot and must not imply or suggest that*

*you should consent that these scores be published, and they cannot imply that punishment or rewards will flow from your decision. You need provide no reasons for your decision, and that decision should be private.*

Also note: the Faculty Association has an ongoing grievance on this policy to standardize and publish student evaluation scores, not least because there are no minimum thresholds or contextual frames provided for

"We are monitoring this process closely, and we have also discussed with the AMS possible means to give students more useful qualitative data on our courses so that they can make informed course selections."

this data. We think in fact that this information will be relatively useless to students as well as dangerous to use in making promotion or appointment decisions. We are monitoring this process closely, and we have

also discussed with the AMS possible means to give students more useful qualitative data on our courses so that they can make informed course selections. Until our grievance on the new Student Evaluations policy is resolved, the University administration can collect this data, but they cannot compel you to release it for publication. If you have any concerns about this initiative to publish student evaluation scores, please contact us!

## Association Elections

I am very pleased to announce much happier news: you have elected as your representatives on the Faculty Association Executive **Jane Roskams** (Zoology), **Peter Nosco** (Asian



photo by Nancy Langton

## KNOW YOUR RIGHTS

You must be asked for your consent to have scores on the six “University Module” student evaluation of teaching questions published on the web.



Student Evaluations of Teaching will be relatively useless to students as well as dangerous to use in making promotion or appointment decisions.

Studies), **Hugh Neary** (Economics), and **Andrew Riseman** (Land & Food Systems), as well as **Karen Bakker** (Geography) as Chair of the Status of Women Committee, **Rick Gooding** (Arts Studies) as Chair of the Sessional Faculty Committee, **Kenny Kwok** (Cellular & Physiological Sciences) as Chair of the Member Services and Grievances Committee, and **Jim Johnson** (Economics) as Chair of the Okanagan Faculty Committee (with **Michael Pidwirny** and **Laura Hooker** as Vice-Chairs). Our warmest thanks to all of the candidates who put

their names forward; your willingness to serve, represent, and protect is much appreciated by all of your colleagues!

### Communications

Finally, as you’ve undoubtedly noticed, welcome to our newly renovated newsletter, the next element in our efforts to make our communications more effective, more accessible, and more useful to you. Enjoy!

## RETIREMENT PLANNING & CONSULTATIONS

You have lots of choice in selecting an eligible consultant

In bargaining the end of mandatory retirement at UBC, we put in place a series of workshops and consultations to help Faculty Association members make the transition to retirement on their own terms.

One-day retirement workshops will be offered again on May 25, 2009. The session will provide an overview of transition and lifestyle changes in retirement and how you can plan for them; financial and legal aspects of retirement; an overview of UBC’s

pension and benefit programs and how they contribute to your overall retirement planning objectives; and effective tax

“The University will also reimburse you for one 3-hour personal financial consultation.”

strategies to build your family income stream. This seminar is for faculty members aged 60 or older, and spouses/partners

are welcome to attend. UBC will cover the full cost of your session and all materials for both you and your spouse/partner. Refreshments and lunch will be provided. Seating is limited, so RSVP to [fr@exchange.ubc.ca](mailto:fr@exchange.ubc.ca) or 604.822.1897.

The University will also reimburse you for up to three hours for a personal financial consultation (\$750 limit). For details, see the application form at: [www.facultyassociation.ubc.ca](http://www.facultyassociation.ubc.ca).

## WE'RE LISTENING

Nancy Langton, Vice President & Chair, Bargaining Preparation Committee



The Faculty Association has started preparing for bargaining the next collective agreement. The current collective agreement expires June 30, 2010. As chair of the bargaining preparation committee, I invite you to engage in discussions and thinking about bargaining between now and next spring.

We recently conducted face-to-face meetings with members during April, through visits with the various faculties on campus. We will be looking at a number of issues this summer and fall (our plan is to be ready for bargaining by January 2010) and identifying the issues that are most important to you.

We want you to know what members are thinking about and talking about as we prepare for bargaining. This article focuses on three issues that came up frequently in our face-to-face meetings and email submissions. Subsequent reports from the bargaining preparation committee will cover additional issues.

One issue of broad concern is daycare. Many faculty members, even those whose children are grown, point out that the university does not provide anywhere near enough daycare spaces on campus. This complaint seems to be less about the affordability of care, and more about simple access to space. A surprising number of senior faculty members raise this issue out of concern for their junior colleagues. This tells us that daycare is an issue of concern to many, regardless of whether or not they themselves have children.

A second issue on which we have heard from many parts of campus is concerns about how sessional faculty are treated. While we might expect to hear these concerns from sessionals (which we have), we are also hearing the same issues raised by tenure-stream faculty members, department heads, and deans. The concern from the sessionals is that too many of them have been working at UBC for many years, and have no real job security from year to year. The concern from the professorial ranks and above is that the university is being staffed more and more by "casual labour" and the view is that this is not good for the reputation of the university. Thus we have heard proposals from various quarters that the university should convert more sessional positions to either 12-month lecturer or instructor appointments. Many feel that sessionals who are doing research and publishing should be recognized for these activities, as their contributions on the research front enhance the quality of the university. As well, many sessionals serve on committees and carry out other service work, without receiving either compensation or recognition for doing so.

The third issue on which we have heard a number of comments is concern about the fairness with which merit pay is allocated. There is some concern that in at least some units, merit pay is allocated via favoritism rather than demonstrated merit. In other units, there is concern that there is not enough merit pay available to reward all faculty members who have been meritorious in a given year.

If you are interested in being part of the bargaining preparation team by doing research and preparing language on these or other issues, please contact us. We want your voices and concerns to be heard in this round of bargaining.

<b>Salary</b>	<b>Benefits</b>	retirement	<i>promotion &amp; tenure</i>	<b>merit/ PSA</b>
pension	<i>job security</i>			market/ retention funds
professional development				
<b>intellectual property</b>	child care			salary structures
	<b>Conditions of Appointment</b>		career path	

## PRIVACY POLICY WITHDRAWN

Murray Mollard, Executive Director

On March 30, 2009, the UBC Board of Governors decided to withdraw its draft UBC Privacy Policy from consideration by the Board.

The Board's decision came after presentations by UBC Faculty Association President Elizabeth Hodgson and AMS VP Academic Johannes Rebane, both expressing concerns with the language of the Policy. The Faculty Association also presented the Governors with a letter requesting that the University stop the current process and revisit the whole Policy

in a new more collaborative process with interested stakeholders. The interventions of several Governors, who also expressed concerns with the policy, led UBC President Stephen Toope to recommend that the policy be withdrawn.

Privacy and academic freedom have been at the heart of the Faculty Association's concerns with various versions of the Policy. Though we recognize that these values are not absolute, they must be protected within the core of a University policy on privacy. Despite the Faculty Association's repeated calls for protection of academic freedom in the Policy and amendments to many other provisions, our efforts had been largely ignored in a flawed consultations process.

Regrettably, the language of the Policy had persistently sought to maximize the University's authority to "access, inspect, copy or otherwise deal with" any information, including highly sensitive and confidential personal information, on the University's information and communication systems (email, computers, internet, paper filing, desks, voice mails, etc.). The language of the Policy also sought to assert custody and control over records that are the property of faculty members, including teaching materials, research information and professional communications.

Such a broad sweep of authority would place academic freedom at serious risk. Research could be seriously hampered if sensitive research subject identifying information could be reviewed by the University. As Faculty Association President Elizabeth Hodgson noted, how can it be a criminal act for Canada Post or anyone else to open a faculty member's letter but not problematic for the University to claim authority to do so after that same letter lands on a faculty member's desk?

The Faculty Association recommended to the Board that any new consultation process on a Privacy Policy be led by a senior academic administrator, such as Provost Dave Farrar, in order to ensure that academic freedom form a core part of the fabric of a revised Policy. We will continue to talk to the university administration about the best ways to proceed in future, but for now, we are very relieved that the policy in its current form will not be imposed upon faculty at UBC.

To view the Faculty Association's February 27, 2009 submission to UBC and the Faculty Association's March 30, 2009 letter to the Board of Governors, visit: [www.facultyassociation.ubc.ca/newsevents/privacy.htm](http://www.facultyassociation.ubc.ca/newsevents/privacy.htm).



Language of the Policy had persistently sought to maximize the University's authority to "access, inspect, copy or otherwise deal with" any information.

Despite our repeated calls for protection of academic freedom in the Policy our efforts had been largely ignored in a flawed consultations process.

UBC's Retention Fund allows administrators to hand out \$1 million this year in permanent salary increases to selected members of the professoriate who are deemed to be in need of incentives to stay at UBC – that sum is taken from the general salary increases we might all otherwise receive. We did win the right in 2006 to get an annual accounting of the disbursement of those sums, and we also asked the administration to give to our members a description of the procedures and criteria used in giving retention monies. Below is the description of processes and criteria which the administration is willing to distribute to you; it comes from the Office of the Provost. Retention allotments have been: \$400,000 in 2006; \$800,000 in 2007; \$1 million each in 2008 and 2009.

THE UNIVERSITY OF BRITISH COLUMBIA



Provost and Vice President Academic  
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Vancouver, BC Canada V6T 1Z2  
Tel: 604-822-4948  
Fax: 604-822-3134

**Summary of the Provost's Guidelines for Allocation of Retention Funds in 2008/09**

The Collective Agreement with the DEC Faculty Association sets aside \$3.2 million for retention during the life of the Agreement, 2006-2010.

Article 8 of the Agreement on Salaries and Economic Benefits for July 1, 2006-June 30, 2010, states:

*"The University may increase salaries ... for the purpose of retention. Any such increase in salary ... will reflect market considerations where market is disciplinary and/or merit-based. In all circumstances, merit of the individual(s) must be demonstrated in market considerations ..."*

(Ref: [http://www.hr.ubc.ca/faculty\\_relations/agreements/salary2006.html#8](http://www.hr.ubc.ca/faculty_relations/agreements/salary2006.html#8))

The Retention Fund is administered by the Provost's office, using the following guidelines. The amount of Retention Funds which may be disbursed in each year of the Agreement is limited, and varies from year to year with the terms of the Agreement.

The request for allocation of Retention Funds is made by the Dean to the Provost. In recommending an allocation of retention funds, Deans are asked to provide a clear and persuasive case including evidence that a faculty member is: a) meritorious; and b) is being lured by other institutions or is likely to be lured. "Lures" might include solicitations to apply for a position, invitations to give external presentations, attend conferences, etc. where there is reason to believe a faculty member is being evaluated for an offer. Outright letters of offer are obviously a "lure", but by the time a faculty member has an outright offer it may be too late to address the issue of retention.

All continuing members of the Faculty Association are eligible for consideration for retention funds in the current academic year, providing that they were actively employed on June 30, 2008 and July 1, 2008. Sessional lecturers are not eligible for retention monies.

Faculties, through the Dean's Office, may submit nominations for retention awards to the Provost at any time before March 15, 2009.

The Faculty Association will receive a report of all those who receive retention awards with a summary of reasons for each case. A list of faculty members who receive awards will also be distributed to members of the unit.

January 06, 2009

Paul Bowles, President, Confederation of University Faculty Associations of BC

When universities across the province release details of their budget plans for the coming fiscal year, it will be with a sigh of relief. Last year the provincial government unexpectedly clawed back 2.6% from post secondary institutions' planned budgets -- causing many problems. So what is the story this year?

The bottom line: the universities received their expected increases, had the 2.6 % cut restored, plus received additional funding for new student spaces. In UBC's case, this means that the 2009/10 provincial government operating grant will be \$556.2 million, up from \$504.1 million in 2008/09. Of this increase, \$35.6 million was expected from last year's budget letter. To this has been added \$12.6 million to restore the funding lost through the 2.6% reduction and \$3.9 million in additional enrolment-related funding.

This also means that salary increases for 2009/10 have been fully funded and university administrations have the ability to address some of the current critical needs they face. In a far from favourable economic climate, this represents a notable victory for those, including CUFA BC, who argued forcefully that last year's damaging cuts needed to be swiftly reversed.

This should bring some cheer to faculty association members. Looking further ahead, though, there are still some big challenges. The first is that universities will not receive their actual budget letters until after the May provincial election -- so there is the potential for some revision of the numbers. For this reason, as well as shortfalls caused by reduced endowment income, administrations are being cautious in how the plan to use the additional funding. CUFA BC and faculty associations will need to monitor this closely.

Looking beyond the election, the projected funding

increases in 2010/11 and 2011/12 total only 1.4% over the two years and include no provision for any increase in salaries. In other words, with bargaining not due to begin until 2010, the provincial government has already signaled that the wage settlement for the first two years (at least) will be zero and zero.

The zero/zero stance is common to all employees across the public sector. Interestingly, this rule has been broken for the three/three deal the BC Nurses' Union recently negotiated with government. The argument given for this exception was that it was justifiable as a "labour market adjustment". CUFA BC is currently seeking clarification on the process for considering such adjustments and the documentation that is required to make such a case. We will see whether we have any room to manoeuvre here. But don't hold your breath, as the nurses'

deal probably had more to do with buying pre-election cooperation with a group of workers with whom the public have considerable sympathy.

There will be a new government with a new mandate elected in May, coming into office in uncertain economic times. In order to turn this situation into a strategic opportunity, it is important for us to speak with a common voice on how we would like policy towards universities to be framed over the next decade. Why not have your say? Visit [www.cufa.bc.ca/universities2020](http://www.cufa.bc.ca/universities2020) and tell us your thoughts on important questions about funding, governance, the direction of research, internationalization and accountability. We are seeking short contributions (1500-2500 words) by May 31<sup>st</sup>. Please contribute and help to make a difference to the future of our universities.

*Paul Bowles is Professor in Economics at the University of Northern British Columbia and President of CUFA BC (2008-2010).*

### Money Talk

Salary increases for 2009/10 have been fully funded & university administrations have the ability to address some of the current critical needs they face.

**In UBC's case, this means that the 2009/10 provincial government operating grant will be \$556.2 million, up from \$504.1 million in 2008/09.**

This column examines various provisions of the Collective Agreement, expounding on member rights and terms and conditions of employment. We will explore what a given provision or set of provisions means for you as a Faculty Association member. Please send us your questions, comments and suggestions at [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca).

### WHEN OPEN-ENDED QUESTIONS ARE PART OF THE PROBLEM

Brian Green, Membership Services Officer

The Collective Agreement gives us broad powers to assist you in work-related matters, and we are able to represent and defend you in a wide range of situations. In recent months, the Faculty Association has seen a sharp increase in calls from members who find themselves facing often-undefined investigations into unspecified allegations. The emerging pattern is visible across all ranks of faculty, and at both campuses, and has caused tremendous stress for the members involved and raised serious concerns for the Association.

Employers have the right to investigate breaches of policy or inappropriate behaviour. Generally, however, the expectation is that any such investigation begins with full disclosure of the following:

- the precise allegations being investigated
- the policy, regulation or guideline which is alleged to have been breached
- the parameters of the investigation and the process to be followed, including terms of reference provided to the investigator
- procedures for representation during the process and appeal of any decisions arising from it
- full disclosure during the process of the name of the complainant, the nature of the complaint, any documents considered and the names of potential witnesses
- full disclosure following the investigation of any findings or recommendations

Together the above procedures help to ensure that basic principles of procedural fairness and natural justice are adhered to. Those UBC policies that specifically provide for investigations – i.e. Policy #3 on Discrimination and Harassment and Policy #85 on Scholarly Integrity – do indeed spell out such terms in some detail.

What is troubling of late, however, is the rash of investigations that have been initiated without any clear allegation and without reference to any particular policy or rule that may have been breached. For example – a student complaint becomes, some months later, an investigation that UBC defines only as about ‘the quality of the education the student believes she was entitled to’; a disagreement with a Dean over decision-making processes becomes a vague ‘consultation/ investigation’ about anything and everything; a member’s meeting with senior administration regarding concerns in his area becomes an investigation into ‘violation of protocols’.

The Association is troubled by the dramatic increase in formal investigations of faculty and the increasing vagueness of allegations and broad scope of investigations. We maintain that investigations are only justified on the basis of clearly articulated allegations that *prima facie* constitute breaches of policy or regulation, and that any and all investigations must follow clearly-defined protocols consistent with the principles of natural justice. Anything less is little more than a fishing expedition. If you have any workplace concerns or issues, please contact us at [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca).



#### “Natural Justice’ is ...

the respondent is provided with a fair hearing (i.e. the respondent is informed of the allegation made against him or her; is provided with an opportunity to respond to the allegation; and has the right to be represented).”

- UBC Policy 85

Karen Bakker, Incoming Chair, Status of Women Committee



Senior administrators are increasingly recognizing that equity issues need to be addressed if UBC is to fulfill its vision of fostering global citizenship. The Faculty of Science's 'Working Climate' initiative has already resulted in significant and positive changes.<sup>1</sup> The Provost's recently announced planning process on equity is another initiative to watch.

The Status of Women Committee, a standing committee of the Faculty Association has a tripartite mandate: mentoring/networking, policy development, and advocacy. The Committee addresses a broad range of issues: gender equity, including pay equity, discrimination in hiring and promotions, working climate, and work-life balance for all faculty members. Committee members are also actively engaged with broader equity issues, and we hope to strengthen links with other equity-seeking groups (see page 11).

Over the next year, in the run-up to collective bargaining, the Committee will obviously need to focus on policy development and advocacy. Pay equity is a central concern, but there are many other issues which members have brought to our attention. The results of the Committee's recent faculty survey suggest that adequate family care support mechanisms (both child and elder care) and flexible leave policies are key issues for our members. Both of these are solutions to a broader, structural problem at UBC: inadequate structures to support a reasonable work-life balance, particularly given workload stresses often faced by women members.

The Committee hopes to make progress on measures to foster equity within the University's senior administration. We are also considering promotion workshops for women faculty, particularly since the wage and promotion gaps are both considerable at UBC.

As the incoming Chair of the Committee, I should note that these issues are of direct, personal relevance. As a parent of two small children, with a faculty spouse, and with aging family members, I'm acutely aware of the work-life balance challenges potentially faced by faculty at all career stages. My collaborative research with social scientists, natural scientists, and medical researchers (I hold grants from both SSHRC and Networks of Centres of Excellence) gives me insight into working conditions across campus. The needs of our members and their working conditions vary, but I believe that we share aspirations related to pay equity, diversity, and work-life balance, across both campuses. My goal is to work with the Committee and the administration to achieve concrete initiatives to foster a fairer, more transparent, and more diverse university in which all members can excel.

UBC has inadequate structures to support a reasonable work-life balance, particularly given workload stresses often faced by women members.

This year, the Faculty Association will be sponsoring a range of events and initiatives designed to elicit members' input, which will be critical as we move into collective bargaining. Over the past two years, the Committee has engaged in a number of activities through which members provided input; I thank the Committee Members, and the outgoing Chair, Mira Sundara Rajan (Law), for their efforts. The ongoing input of members is crucial to our collective success, and the Committee and I welcome suggestions from all faculty members regarding the activities and goals of the Committee and the Executive. I also urge members interested in joining the Committee to contact me directly at [bakker@geog.ubc.ca](mailto:bakker@geog.ubc.ca).

<sup>1</sup> See [www.science.ubc.ca/faculty/diversity](http://www.science.ubc.ca/faculty/diversity).

Rick Gooding, Incoming Chair, Sessional Faculty Committee



In 2001 the Faculty Association established the Sessional Faculty Committee (SFC) to address a myriad of problems faced by contract faculty at UBC, including pay inequity, lack of academic freedom, and institutional obstacles to accessing research funds. Over the years the Association has made considerable gains for sessional faculty, and the rights and benefits now contained in the Collective Agreement owe much to the hard work of the SFC and its first two chairs, Karen Needham and Petra Ganzenmueller. On other fronts, the SFC has worked to raise the profile of sessional faculty—we now number close to 750—through Fair Employment Week activities and in talks with the AMS, and participated at the national level in CAUT and internationally at meetings of the Coalition of Contingent Academic Labour (COCAL).

But as last year's Sessional Faculty Workload survey shows, there is much that still needs to be done. Sessional faculty struggle with disproportionately heavy teaching loads, while performing unpaid service to the University and funding not only their own research, but in many cases the incidental costs of teaching. Across campus, the working conditions of sessional faculty are remarkably uneven, with contract faculty in some units teaching under particularly difficult circumstances.

This term the SFC has been identifying disparities in employment practices across campus and formulating priorities for next year's collective bargaining, and in the weeks and months to come we'll continue to gear up for bargaining. As incoming chair of SFC, I look forward to meeting many of you and continuing the work of my predecessors both on campus and with our colleagues in CAUT and COCAL. It promises to be an exciting ride.

In the meantime, some reminders:

- If you are in the Pension Plan and are teaching this summer, UBC will continue to make contributions for each month you teach as long you are willing to write cheques for your portion. For details, contact the Leave of Absence (604.822.9290 for last names beginning A-K; 604.822.8979 for last names beginning M-Z).
- If you are a sessional with continuing status and you have accumulated the maximum Professional Development Allowance (\$1,500, or three years' worth), remember that the funds for the 2006-2007 academic year will disappear if you don't use them by June 30. For further information on the Professional Development Allowance, see [www.hr.ubc.ca/faculty\\_relations/compensation/pdrfund.html](http://www.hr.ubc.ca/faculty_relations/compensation/pdrfund.html).
- You can find answers to many of your questions about your rights under the Collective Agreement in *Sessional Work at UBC* (available at [www.facultyassoc.ubc.ca/publications/sessionalbooklet\\_2007.pdf](http://www.facultyassoc.ubc.ca/publications/sessionalbooklet_2007.pdf)).

If you'd like to get in touch with me, I can be reached at [rgooding@interchange.ubc.ca](mailto:rgooding@interchange.ubc.ca)

Sessional faculty struggle with disproportionately heavy teaching loads, while performing unpaid service to the University and funding not only their own research, but in many cases the incidental costs of teaching.

Jehannine Austin, Member, Status of Women Committee



The year 2009 marks the 25<sup>th</sup> anniversary of the Abella report,<sup>1</sup> which is the foundation for the Employment Equity Act. This act designates 4 groups as underrepresented in employment: women, people with disabilities, aboriginal people, and visible minorities. The 2009 CAUT Equity forum – “Recast Equity” – sought “to challenge traditional notions about equity and develop new approaches to achieving equity in the academy.” Faculty association leaders and equity activists from across Canada were in attendance, and discussions were passionate!

### Equity (not just gender equity) and Excellence

It was argued that women are the only group designated in the Abella report for whom data documenting improvement exists.

The other equity-seeking groups have been neglected. It was acknowledged that the foundations of academia are fundamentally inequitable, and that Canadian academic institutions often appear to assume that: (a) making efforts towards addressing gender equity issues fulfills obligations with regards to equity more generally, and (b) promoting equity is necessarily at the expense of academic excellence. We felt strongly that faculty associations across the country have a role in bringing both of these misperceptions (and others) to the attention of our institutions in order that they may be addressed.

### Developing New Approaches to Achieving Equity in the Academy

Participants saw the forum as a catalyst for transformation – for creating an environment within academia in which we can recognize, accept, encourage, and value “different” individuals. We discussed the disconnect that exists at academic institutions between rhetoric and resources; a lot of effort is given to discussing equity issues, but equity action is harder to see. Representatives from several institutions reported that their workplaces had Equity Offices with direct access to their Presidents’ offices. These same Equity Offices often had to function on tiny budgets, though, and had no practical authority at the institutional level. Participants felt that the goals of equity are frequently sidetracked by the administration of equity. The effort of counting up the individuals within minority groups in order to demonstrate equity achievements actually takes attention away from practical issues like recruitment, retention and promotion for equity-seeking groups.

### Equity and the UBC Faculty Association

The meeting culminated in a set of recommendations for leadership on Equity issues from CAUT (the report will be available at [www.caut.ca](http://www.caut.ca)). Included in these are several for faculty associations, including:

1. Make Equity a priority in practice, in appearance, in substance.
2. Educate members within our faculty associations (officers and entire membership) about equity, about the challenges and strategies.
3. Find a way of developing language in our collective agreement to achieve “a change in the culture”.
4. Examine and address our own complicity/roles in undermining equity.

It was clear to us that faculty associations need to reach out to equity-seeking groups at their institutions to find out how to better address their needs, and to make equity a priority – not just in thought, but also in action.

<sup>1</sup> Abella, R. S. (1984). Report of the Commission on Equality in Employment. Ottawa: Government of Canada

The forum was a catalyst for transformation – for creating an environment within academia in which we can recognize, accept, encourage, and value “different” individuals in the workplace.

The foundations of academia are fundamentally inequitable.

## UBCFA EXECUTIVE COMMITTEE

ELIZABETH HODGSON  
English  
President

JIM JOHNSON  
Economics  
Chair, Okanagan Faculty Committee

### MEMBERS AT LARGE

ADELE DIAMOND  
Psychiatry

ERIC EICH  
Psychology

ADAM FRANKEL  
Pharmaceutical Sciences

HUGH NEARY  
Economics

CHRIS ORVIG  
Chemistry

JAMES TANSEY  
Centre for Applied Ethics

NANCY LANGTON  
Sauder School of Business  
Vice President

KENNY KWOK  
Cellular & Physiological Sciences  
Chair, Personnel Services Committee

### STAFF

ROBERT GATEMAN  
Economics  
Treasurer

KAREN NEEDHAM  
Zoology  
Chair, Sessional Faculty Committee

MURRAY MOLLARD  
Executive Director

BRIAN GREEN  
Membership Services Officer

SUSAN PALMER (ON LEAVE)  
Membership Services Officer

DEENA RUBULIAK  
Membership Services Officer

MICHELLE BOGDAN  
Membership Services Officer

DARRIN LEHMAN  
Psychology  
Secretary

MIRA SUNDARA RAJAN  
Law  
Chair, Status of Women Committee

NANCY LOVELACE  
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RANJIT SUNDUR  
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### Okanagan Office:

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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.

## EVENTS & ANNOUNCEMENTS

### Don't Leave Canada Behind

Check out the campaign to have the Canadian government boost funding to scientific research and education! Sign on to the open letter at <http://dontleavecanadabehind.wordpress.com/>

### Retirement Planning Seminar (UBCV): 25 May 2009

The session will provide an overview of transition and lifestyle changes in retirement and how you can plan for them; financial and legal aspects of retirement; an overview of UBC's pension and benefit programs and how they contribute to your overall retirement planning objectives; and, effective tax strategies to build your family income stream. This seminar is for faculty members aged 60 or older and spouses/partners are welcome to attend. UBC will cover the full cost of your session and all materials for both you and your spouse/partner. Refreshments and lunch will be provided. Seating is limited, so please RSVP to [fr@exchange.ubc.ca](mailto:fr@exchange.ubc.ca).

### UBCV Child Care Block Party: 25 July 2009 @ 3pm - 9pm (5690 Osoyoos Crescent)

UBC Child Care Services is celebrating 40 years of top quality care with a Block Party. Don't miss the chance to reconnect with families and staff, enjoy great live music, food and family fun. For more details, visit [www.childcare.ubc.ca](http://www.childcare.ubc.ca).