



**To the Table 2**  
President's Message

**Research Dollars 4**  
TriCouncil Governance & Funding

**Our Mutual Friend 6**  
Salary, Benefits & Bargaining

**Addressing Pay Inequities 7**  
Experiences at other Universities

**FEB 2010**  
VOL43NO1

# FACULTY FOCUS





**Elizabeth Hodgson, President**



The Faculty Association's Negotiating Team began bargaining with the UBC administration on February 1<sup>st</sup>. Here's our lineup:

**CHIEF NEGOTIATOR**

**JIM JOHNSON, ASSOCIATE PROFESSOR, ECONOMICS (UBCO)**

A specialist in industrial relations, Jim has been on the Faculty Association Executive since 2005 and is Chair of the Okanagan Faculty Committee. President of academic unions and chief negotiator many times, Jim has been on two British Columbia Education Ministry standing committees, the BC Federation of Labour's Legislation and Research Committee, and on provincial bargaining committees. He has extensive negotiating experience with UBC as well, including in the 2006 round where his expertise in costing collective agreements and analyzing salary data was invaluable. He also helped negotiate

the end to mandatory retirement in 2008. He has participated in the national Chief Negotiator Forum (2009) run by CAUT and been a key resource for our provincial bargaining conferences.

**NANCY LANGTON, VICE-PRESIDENT & CHAIR, BARGAINING PREPARATION COMMITTEE**

Nancy has served on the Faculty Association for 12 years, during the 1990's and again since 2004 as both Treasurer and now Vice-President. An Associate Professor in the Sauder School of Business, she specializes in labour markets and gender issues in the workplace. Nancy has negotiated several subsidiary agreements as well as the 2005 UBCO merger, ending mandatory retirement, and the first Association staff collective agreement (2009). Nancy is an expert in benefits, market issues, and workplace best practices. As Chair of the Bargaining Preparation Committee, Nancy has coordinated our pre-bargaining consultations and research, including the bargaining survey.

**ELIZABETH HODGSON (MYSELF), PRESIDENT**

An Associate Professor in English, I've been on the Executive since 2002, as member-at-large, secretary, treasurer, vice-president and now president. An alternate on the 2004 negotiating team, I was a member of the 2006 negotiating team, chief negotiator for our agreement to end mandatory retirement and also chief negotiator in bargaining a first collective agreement with our own staff. I'm a table officer for our provincial organization and have participated in bargaining workshops as well as in the Chief Negotiator's Forum in Ottawa (2009/10).

**STAFF:** Brian Green, our most senior professional officer, has been on every UBCFA negotiating team since

*continued on p3*

Between the Bargaining Committee and the Executive, we have representatives from seven major Faculties and every faculty rank as well as librarians.

continued from p2

CAUT holds a national Chief Negotiators' Forum every March for Faculty Associations which features leading Canadian labour economists and labour relations experts.

2001. Deena Rubuliak has bargained extensively for other academic unions at SFU. Michelle Bogdan has been on our negotiating teams in 2004 and 2006 working on benefits and leaves and has coordinated our 2010 bargaining preparation and research. Murray Mollard, our Executive Director, is a lawyer with extensive preparation in public-sector bargaining as well as comprehensive knowledge of many of the topics we'll be addressing at the table. All of our staff are intimately familiar with the day-to-day implementation of the last 2006 Collective Agreement; one or two of our staff will be present for each bargaining session.

The above are the core negotiating team who will be at the table. We've chosen this year, because this round of bargaining may well be very protracted and time-consuming, to use the model employed by many Canadian faculty associations of a smaller core negotiating team and a large advise-and-consult network.

The Bargaining Committee, representing a wide range of disciplines, job-titles and career-stages, is set up as our first consulting support: Ljiljana Biukovic (Law), Lara Boyd (Medicine, Status of Women Committee), Julian Dierkes (Arts), Alan Doyle (Library Bargaining Committee), Rick Gooding (Sessional Faculty Committee), Christina Hendricks (Arts), and Wayne Ross (Education). We'll meet twice a month with this committee to get their input and feedback, and for certain issues we can invite members of the group to observe at the bargaining table as well.

#### EXECUTIVE COMMITTEE

The elected Executive Committee of course has ultimate responsibility for approving each step in bargaining preparation as well as in the end recommending (or otherwise) a final settlement to you for ratification. We have already had extensive discussions to prepare for bargaining, including

in a bargaining retreat where we confirmed our bargaining priorities, and the Executive has also approved both the negotiating team and the bargaining advisory group. Throughout the round we will meet monthly to discuss and consult on the bargaining process.

#### CUFA BC

Since all of BC's public sector unions will be negotiating their agreements this spring, our provincial network of faculty associations will be very active. We're holding two bargaining workshops over the spring term and will be in regular contact with one another to share advice, resources, and experiences.

#### CAUT

Our national association has a superb team of collective bargaining experts, most notably Peter Simpson and Neil Tudiver, who track and assist in university-sector bargaining across Canada. They will be available to us throughout the round, including for in-person help should we need it.

We will inform you regularly of the progress of negotiations on our bargaining web-page & blog. Send us your comments or questions any time!

[www.facultyassociation.ubc.ca](http://www.facultyassociation.ubc.ca)

#### DATES

Our first session with the administration was February 1<sup>st</sup>, and then we'll take a break over the Olympics and get down to weekly sessions in March. We'll meet every week until early July, when there will be a summer hiatus if bargaining is not yet complete. (When the final settlement is ratified, it will be retroactive to July 1, 2010—you will not be unprotected by a contract if we don't finish by then!) We will inform you regularly of the progress of negotiations, and you may also contact me at any time [fa.pres@ubc.ca](mailto:fa.pres@ubc.ca) if you have ideas, suggestions, or questions about bargaining. Thanks for your interest and engagement; we appreciate the support and encouragement so many of you pass along as we begin this work.

**Murray Mollard, Executive Director**

More than \$2 billion in research grants were distributed by TriCouncil last year.

We all know that funding from Canada's three major research funding agencies – the Social Science and Humanities Research Council of Canada (SSHRC), the National Science and Engineering Research Council of Canada (NSERC) and the Canadian Institutes of Health Research (CIHR) – is vital to faculty research. In 2008-09, TriCouncils distributed more than \$2 billion in research grants.

Two recent developments to limit both the funds and the academic integrity of research funding in Canada have raised alarms across the country. First, funding to these agencies was cut in the 2009 federal budget, and funding has increasingly been targeted rather than determined via research applications. Second, there are now a considerable number of governing council members (federally appointed, not elected) who are not academics but come from the corporate/private sector.

In 2007 and 2008, the federal government required all new funds allocated to the councils to be targeted to specific kinds of research rather than allowing the academic research community to direct priorities for research inquiry through grant application processes. In the 2009 federal budget, the agencies were subject to \$147.9 million in cuts.

Historically, when the funding agencies were established in the seventies, the federal government recognized the importance of a peer review system based on expertise and independence. As James Faulkner, Canada's Secretary of State, put it in 1976, "any approach which seeks to arbitrarily to impose specific objectives or priorities on the research community from outside will not be a productive one and will not be instituted."

Governance of the funding councils is also key to ensuring independent decisions about research priorities. The governing councils have overall responsibility for setting strategic directions and setting policies for sub-committees which evaluate specific research applications. In the case of the Canadian Institutes of Health Research, the governing council of twenty members has responsibility to "review the mandate and performance of each Health Research Institute" (of which there are thirteen), to amend any particular institute's mandate or policies, and decide to merge an institute with another or terminate an institute's work.

The research skills, knowledge and experience of council members are thus critical to maintaining the independence and expertise of the funding agencies.

In CIHR's case, there are currently 9 faculty members (some of whom also have administrative roles), 4 administrators (university or health agencies/government) and 3 members from the corporate/private sector including Dr. Bernard Prigent, Vice-President and Medical Director of Pfizer Canada, a major multinational pharmaceutical company. This last appointment has caused a national controversy.

In the National Science and Engineering Research Council, aside from President Suzanne Fortier, there are 5 faculty members, 3 administrators and 9 members from the corporate/private sector.

Finally, in the Social Science and Humanities Research Council, where we might least expect it, the picture is even worse: aside from the President there are 4 faculty members, 6 administrators and 8 members from the corporate/private sector.

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Among the TriCouncil, 39% of the agencies' governing councils are comprised of corporate/private sector members.



It's hard to feel confident that the current membership in funding agencies' governing councils' strikes the right balance.

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In total among the three funding councils, aside from their Presidents, there are 18 faculty members (35%), 13 administrators (26%) and 20 members from the corporate/private sector (39%) on the agencies' governing councils.

This raises the question of whether active researchers, academics with the training and expertise to know the terrain, are really running the research show in Canada. It is true that council members who are not researchers can bring useful expertise and experience to a governing council. That said, such professional expertise could easily be obtained by retaining external consultants. It's hard to feel confident that the current membership in funding agencies' governing councils strikes the right balance.

Maybe it's time to obtain a research grant from a funding agency to evaluate the governance, membership and independence of Canada's research funding agencies.

<sup>1</sup>This article is inspired by and relies on some statistics from a presentation by James Turk, Executive Director, Canadian Association of University Teachers at the CAUT Council meeting in November 2009.

## Bargaining Preparation Committee

Salary settlements  
in 2009-10  
for Canadian  
university faculty:  
3%/year average  
increases

We and the UBC administration have a shared goal to keep UBC attractive and competitive when it comes to salaries and benefits. None of us want UBC faculty, librarian, or program director salaries to fall behind inflation, to fall behind our competitor/comparator institutions, to lose earning power with the rising costs of living in Vancouver and Kelowna, or to slide in relation to starting salaries on our campuses. This goal, to keep UBC's salaries appropriately healthy, is a mutual objective.

Needless to say, we think it's unacceptable for the salaries of any of us to fall relative to inflation and the cost of living. As academics we begin our earning careers ten years later than most professionals (a high-school teacher is \$400,000 ahead of us by the time we start earning a professorial salary). Under our deferred salary schemes, with very slowly growing income, we can take another 20 years to reach our earnings peak, unlike lawyers, doctors, or other professionals. And while our salaries are often portrayed as being a huge part of the "problem" when universities have financial difficulties, since 1990 across Canada the percentage of university budgets spent on professorial salaries has fallen from 42% to 33%—while administration costs have risen commensurately.

UBC faculty, librarians and program directors also don't have much of a cushion to rely upon. Four of the past eight years have given us 0% salary increases; our defined-contribution pension plans have likewise suffered; and while starting salaries have been rising in many disciplines, this is no help to those of us already mid-career, nor to the growing numbers of us making derisory sums on short-term contracts. UBC is becoming uncompetitive with the university colleges and new teaching universities for these positions as well. This should be, and is, of concern to both the Association and UBC's administration.

Federal  
Post-Secondary  
Transfers have  
increased from  
\$2.4 billion in  
2007 to  
\$3.4 billion in  
2010

What are our options? In our province, despite increases in federal transfer payments for post-secondary education, the public sector has been told that a "net zero wage" over the next two years is all the province, through the Public Sector Employers' Council, will approve. Essentially, UBC has to convince the province if it wants to offer improvements to our compensation, just as we would have to convince you of the merits of a final settlement offer as well. To be clear, "net zero wage increase" does not speak to total compensation (benefits, housing money, etc), nor to the several forms of salary which are ongoing (merit, PSA, salary steps, minimum scales, Career Progress Increments and the like). It may not apply to the "Productivity Bonus"; it may not apply to market-increments; it might not apply to other compression, retention or anomaly funds. It certainly does not apply to starting salaries or to the salary increases awarded to senior administrators (from deans to VP's), which the Board of Governors has authority to set.

So our mutual friend is our shared goal to make sure UBC is an attractive university for all of us to be hired at, stay with, and retire from. We want this; the senior administration wants this. We'll see how far this beautiful friendship will take us.



### Status of Women Committee

UBC has not yet developed a proactive & comprehensive strategy on gender issues with the professoriate.

Past articles in *Faculty Focus* have outlined salary inequities at UBC. Male and female professors' salaries diverge via differential starting salaries, gender-differences in discretionary salary increases (merit/PSA/retention); and different timelines for promotion, which also affect salaries.

The potential causes of these mechanisms may stem from unconscious bias or discriminatory structures built into hiring practices, awards criteria, promotion-processes, and/or differing cultures around negotiation, complaint, self-presentation, and collegial perception. The Faculty of Science is the only Faculty at UBC which has analyzed these factors in their Working Climate study. The Science study found a gender gap in time-to-promotion which widened "significantly" at higher ranks. It also found that processes governing promotion decisions, retention funding and awards lacked "transparent and equitable procedures and policies." The Science study has led to significant changes in the Faculty: all hiring committees, for example, are now trained on issues of unconscious bias. The Dean's office now also ensures that any potential candidates for promotion whose cases have been delayed beyond the average are reviewed and supported for promotion as appropriate.

These issues are not unique to UBC. But, unlike many other universities, UBC has not yet developed a proactive and comprehensive strategy on gender issues within the professoriate. MIT, for example, embarked on a landmark study of gender inequities in 1999, culminating in broad-ranging reforms across the University. Many universities, including Stanford, Harvard, and the University of Wisconsin, have conducted similar studies. In Canada, McGill,

Queen's, Western, and Calgary have initiated similar studies, including initiatives to redress and prevent gender inequities in faculty salaries.

McGill University conducted a comprehensive analysis of faculty-related gender issues in 2000. Three pay equity studies (the most recent in 2009) followed. An anomalies fund of \$1 million was distributed in response to McGill's 2001 pay equity study, and guidelines were issued regarding starting salaries. Salaries of female faculty are now examined and corrected annually. McGill's 2009 pay equity study suggests that the gender pay gap has shrunk significantly (although it's always possible that salary discrepancies may reappear over time).

At Queen's University, the Faculty Association and University administer a salary anomalies fund to rectify discrepancies in salaries within and between disciplines.

At these universities, as elsewhere, attempts to redress gender-related salaries inequities are part of broader initiatives designed to foster equity and diversity across campus.

UBC as a whole has not embarked upon similar initiatives to date, but the administration has recently agreed to two joint Faculty Association-University Working Groups, one looking at systemic contributing factors and the other focusing on the salary problem itself. The groups have begun work and have an initial reporting deadline of May 2010. Future newsletter articles will update members on this great opportunity to bring UBC into the 21st century on equity.

#### Update

The January 14th panel event "Making UBC Work for Female Faculty" was attended by more than 60 members, who were provided with information on pay equity and resources at UBC.

Resource documents on these topics are available from the Committee Chair, Karen Bakker ([bakker@geog.ubc.ca](mailto:bakker@geog.ubc.ca)).

## EVENTS & ANNOUNCEMENTS

### FINANCIAL PLANNING LECTURE SERIES: March & April 2010

From taxes to real estate, pensions to estate planning, this annual lecture series covers topics relevant to all members through all stages of their careers at UBC. The five-part series is sponsored by the Faculty Association in conjunction with UBC Continuing Studies. No registration is required. The Faculty Association will email members with specific presentation details.

Dates: Wednesdays, March 3, 10, 17, 24 & April 7

Time: 12 - 1pm

Location: Lecture 5, Woodward IRC, 2194 Health Sciences Mall

### SPRING GENERAL MEETING: 1 March 2010

UBCO: Arts 353B

UBCV: Multipurpose Room, Liu Institute (6476 NW Marine Drive)

### PROMOTION & TENURE SEMINAR: 25 March 2010 at 3:30pm

The UBC Faculty Association invites you to this special seminar with:

- David Farrar, Provost & Vice President, Academic
- Susan Boyd (Law), Chair, UBC Senior Appointments Committee (SAC)
- Kenneth Reeder (Education), SAC Member & former Department Head
- Kenny Kwok (Cellular & Physiological Sciences), Chair, Member Services & Grievance Committee, UBCFA

This information session is particularly aimed at tenure-track members and those interested in promotion. You will leave this session with a clear sense of how the process works at UBC. Lots of chances to ask, discuss and share! Seating is limited. Register by 19 March to [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca) with your full name, faculty/department and rank.

### ANNUAL GENERAL MEETING: 31 March 2010

UBCO: Arts 353B

UBCV: Multipurpose Room, Liu Institute Centre (6476 NW Marine Drive)

### BREAKFAST WITH PROFESSOR STEPHEN TOOPE

Throughout the year, UBC President and Vice-Chancellor, Professor Stephen J. Toope, hosts breakfast events for faculty, staff and students. These breakfasts are opportunities for discussion and conversation with your peers, the President and other university administration.

The Ceremonies Office is currently updating their records related to these breakfast events. As such, they are interested in expanding their list of interested faculty members who would like to attend a breakfast. If you are interested in being added to their list, please send the following details to [ceremonies.office@ubc.ca](mailto:ceremonies.office@ubc.ca): First and Last Name, Faculty, Department, Title, Email address and Telephone number.

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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.*