UBCFA Executive Election 2018

CANDIDATES’ STATEMENTS

President:
- Michael Pidwirny (UBCO, Earth, Environmental and Geographic Sciences) .................................. 2
- Martin Schulz (UBCV, Sauder School of Business) ........................................................................... 3
- Bronwen Sprout (UBCV, Digital Programs and Services, Library) .................................................. 5

Vice President:
- Alan Richardson (UBCV, Philosophy) .............................................................................................. 6
- Peter Wylie (UBCO, Economics/Philosophy/Political Science) ......................................................... 7

Treasurer:
- Arjun Bhardwaj (UBCO, Faculty of Management) ............................................................................ 8
- Doris Doudet (UBCV, Neurology) ....................................................................................................... 9

Secretary:
- Annamma Joy (UBCO, Faculty of Management) .................................................................................. 10
- Karen Smith (UBCV, Microbiology & Immunology) ............................................................................ 11

Chair, Contract Faculty Committee:
- Sarika Bose (UBCV, English) ............................................................................................................. 12
- Kanchan Sarker (UBCO, Sociology) .................................................................................................... 13

Members-at-Large (3 Positions):
- Robert Campbell (UBCO, Education) .................................................................................................. 14
- Todd Campbell (UBCO, History and Sociology) .................................................................................. 15
- Shirley Chau (UBCO, Social Work) ...................................................................................................... 16
- Meghan Corella (UBCV, Education) ................................................................................................... 17
- Amin Ghaziani (UBCV, Sociology) ....................................................................................................... 18
- Nancy Langton (UBCV, Sauder School of Business) .......................................................................... 19
- Xiaowen Xu (UBCV, Asian Studies) ..................................................................................................... 21
Nominee for President:

Michael Pidwirny  
Associate Professor  
Irving K. Barber School of Arts & Sciences Unit 7  
UBC Okanagan

I am an Associate Professor in the Department of Earth, Environmental and Geographic Sciences at the University of British Columbia's Okanagan Campus. I have been a faculty member at UBC since it first opened its doors on July 1, 2005. From the fall of 2005 to the spring of 2017, I served the University of British Columbia Faculty Association (UBCFA) as First Vice-Chair of the Okanagan Faculty Committee. As part of this position, I was also an active member on UBCFA’s Membership Services and Grievance Committee.

From my twelve years of UBCFA service, I have developed an excellent understanding of the Collective Agreement, which protects the rights of faculty and librarians at both campuses. This understanding has allowed me to help a number of UBC Okanagan faculty and librarian members with a variety of issues. Some of this work dealt with issues involving sabbaticals, workloads, merit and PSA awards, tenure and promotion, sick leave, back-to-work process issues, salary placement, and harassment.

As President of UBCFA, I would like to continue my effort to make working conditions for faculty and librarians at both campuses the very best they can be. I believe dialogue between UBCFA and UBC Administration needs improvement with the ultimate goal of doing a high-quality job of serving members of the UBC community and strengthening our commitment to world class research and teaching that better serves British Columbia, Canada and the World.
Nominee for President:

Martin Schulz  
Associate Professor  
Organizational Behaviour/HR Division  
Sauder School of Business  
UBC Vancouver

It would be an exceptional honor for me to serve as the President of the UBC Faculty Association. As President of the Faculty Association I will strengthen the faculty association, defend academic freedom, leverage diversity, strengthen job security of faculty, and bargain for sensible wage increases and fair wage distributions. I bring expertise in sociology and organization theory to the job. My academic career has led me through a number of amazing academic institutions in Europe and North America. Through my studies in Sociology in Bielefeld (Germany) and Stanford (Ph.D. 1993) I had the opportunity to study and work with some of the greatest minds in the social sciences. My perspectives reflect a broad spectrum of experiences and are shaped by my research on organizational rules, learning, and knowledge. I understand organizational structures and processes, and know how to analyze their functioning and their change.

The faculty of UBC are its most critical strategic asset. I will work on strengthening the faculty association so it can more vigorously protect the interests of faculty. I will defend the academic goals of the faculty against the corporate goals of the university. I will facilitate a critical discourse on faculty performance metrics and academic ranking and help UBC develop superior alternatives. I believe UBC needs to recognize that there are many different types of research and researchers and that their diversity of knowledge production and dissemination needs to be maintained and supported. I will fight for better working conditions for our diverse faculty. I will work with UBC to develop systems that support and protect faculty pursuing novel, original, unusual, unpopular, risky, and unconventional research.

My platform has three main components.

1. Academic Freedom. Respect for academic freedom is absolutely essential for achieving the rank of a top-tier university. There is often too little awareness at UBC about the contribution of academic freedom to the quality and depth of academic work. Academic freedom gives faculty the freedom to ask radical questions and to pursue research that leads to a deeper understanding of the world. UBC needs to recognize that academic freedom gives universities the unique capability to produce knowledge that approximates truth. Strong protections of academic freedom at UBC are absolutely essential for our capability to deliver excellence in knowledge production and dissemination. UBC workload policies should not use teaching as punishment (e.g., punish faculty for low publication counts by overloading faculty with teaching or by taking their courses (Continued Next Page)
Martin Schulz - cont’d

away). The blind reliance on faculty performance metrics (found in many places on campus) is extremely unhealthy for UBC’s culture as a community of scholars. UBC should understand that academic administration is subject to academic discourse and needs to contribute and support the work of faculty. UBC should not intimidate, abuse or push out faculty who express divergent views or do research on unpopular subjects. UBC should not assume that academic knowledge production and dissemination can be easily standardized. Faculty have diverse ways to produce and disseminate knowledge, and students have diverse ways of learning new knowledge.

2. Diversity of Thinking, Learning, Researching, and Teaching. The diversity at UBC is striking. I think we need to recognize that diversity can be a very powerful source of competitive advantage. By ‘diversity’ I mean not just diversity in terms of demographic characteristics, but diversity of thinking, learning styles, talent, research topics, approaches, methodologies, culture, learning disability, etc. UBC should strive to become the most inclusive university in the world, a home to the most diverse forms of knowledge production, knowledge dissemination, and learning. We would stand out.

3. Job Security and Tenure. Job security through tenure is often (and falsely) seen as a disincentive for faculty to perform. We need to understand that faculty intrinsically love their work. Extrinsic motivators have very limited effectiveness for intrinsically motivated faculty. Take our lecturers – they do an extremely important job at UBC, yet their lack of job security undermines their academic freedom and thereby degrades their teaching. The tenure system protects the academic core of the university, and needs to be defended and maintained. The counter-argument -- that tenure interferes with the need of universities to respond flexibility to environmental shifts -- is not accurate; the flexibility can be achieved in different ways (e.g., by hiring lecturers that are less narrowly specialized).

About me: I am currently an Associate Professor at the Sauder School of Business, but my perspectives are much broader and I am very skeptical about Sauder’s approach to academic freedom. I teach courses on organizational behavior, organization theory, organizational learning, and quantitative methodology. I understand political movements, but I am not aligned with any of them. I understand religious movements, but I am secular (and spiritual). I can relate to environmentalism, but I am skeptical about some of its models and extreme perspectives. I am a huge supporter of LGBTQ+. I am a passionate supporter of the truth and reconciliation efforts with Indigenous people, and think UBC can play a very important role in this matter. I am a problem solver, pacifist (I am a conscientious objector in Germany), independent minded, and a straight shooter.
Nominee for President:

Bronwen Sprout
Head
Digital Programs and Services, Library
UBC Vancouver

My work with the Faculty Association over the past six years has been engaging, rewarding, and personally meaningful. My experience in several capacities, combined with my commitment to serving the Association and its members, positions me to serve as FA President. In addition, I am a strong leader. I listen well and am able to articulate a position clearly and defend it persuasively. The FA plays a crucial role on both campuses of UBC and I welcome the opportunity to participate more fully in its operations and leadership.

I am currently Head, Digital Programs and Services, UBC Library, and have worked at UBC as a librarian since 2005. Among other activities, I contribute to community-driven digital preservation and digital library development efforts, reflecting my belief in and experience with the value and necessity of collaboration.

I was the inaugural chair of the FA Librarians and Archivists Committee in 2012 (and member of the FA Executive Committee), served as chair and member of the Executive again in 2016-17, and was an active committee member in the interim. I’ve served as a member of the FA Member Services and Grievance Committee since 2012 and have also served as a member of the bargaining team. As a result of my involvement with the FA, and my interest in issues of academic labour, I was nominated for and accepted a role as member of the national CAUT Librarians and Archivists Committee which I held from 2014 - 2017. My involvement with the UBCFA and with CAUT provided me with the opportunity to take part in many related conferences and workshops and has allowed broad exposure to issues of academic work and workers.

As President, I would take a collaborative approach, focused on developing a strong and cohesive Executive Committee and associated task groups, and drawing on the talents and expertise of our members to consider and respond to the many and varied issues facing faculty in their work lives. I would consult with faculty to understand the needs, concerns and interests of our diverse membership, to create space for dialogue among faculty and to act as the voice of faculty with UBC administration. Finally, I would support the Executive Director and staff of the UBCFA in their important work.

I would be honoured to serve as your President and endorse Alan Richardson’s candidacy as Vice-President.
Nominee for Vice President:

Alan Richardson  
Professor  
Philosophy  
UBC Vancouver

I have been a faculty member at UBC for over twenty years. Through my association with Green College and other interdisciplinary centres, and through my service on many interdisciplinary projects and committees, I have gotten to know faculty members across many disciplines and occupying many positions. I have served as Head of my Department, Chair of the Hampton Fund, and Chair of the Science and Technology Studies Graduate Program; I have also served as a Joint Faculties Senator. In all of my roles, I have worked productively with staff members, faculty members, and administrators. I am keenly interested in the work of the Faculty Association and would bring much University experience to the Executive.

In addition to its central collective bargaining and advocacy roles, the Faculty Association in recent years has become a stronger voice for its members on issues of university governance and administration. On both of our campuses, the FA voice is crucial for assuring that members’ shared priorities, concerns, and ideas are heard and acted upon. These are some of the tasks facing us now:

- addressing equity concerns across gender, race, religion, sexual orientation, age, and sexual identity;
- working with the administration to establish best and most transparent practices in cases of sexual harassment and assault;
- reducing the precariousness of sessional and 12-month lecturer positions;
- achieving greater clarity in the conditions of advancement for faculty in the educational leadership stream;
- mitigating the impact of housing prices on faculty recruitment, retention, and stress;
- securing reasonable and equitable workloads;
- assuring adequate mentorship for faculty at every stage of career.

As Vice President, I would be committed to aiding in all the FA’s projects. I would play an active role in rationalizing the work of the Executive and the various committees and in fostering a workplace atmosphere that fully supports the work of the expert staff members of the Association.

I endorse Bronwen Sprout’s candidacy for President.
Nominee for Vice President:

Peter Wylie
Associate Professor
Irving K. Barber School of Arts & Sciences Unit 8
UBC Okanagan

I am an Associate Professor of Economics at UBC Okanagan campus and past Head of the Economics, History, Philosophy, Political Science and Sociology Unit on campus (2008-11). I hold a BSc (Econ.) with first class honours from Queen's University Belfast and an MA and PhD in Economics from Queen's University, Ontario. I have held a seat on the Okanagan Senate 2005-07 and currently do so 2014-20. I take a keen and pro-active interest in UBC and FA affairs and have much experience and knowledge of these affairs. I am a great believer in the need for fairness, transparency, accountability and responsibility in affairs involving the enforcement of the Collective Agreement, in particular for members who are experiencing discrimination or marginalization, whether based on rank, race, or otherwise. I believe there is a need for faculty in my privileged position to fight for the underdog in the reality of differential power at UBC based on historical inequity. I hope that you will vote for me for Vice-President because if elected I will be a trusted voice and strong advocate for your rights under the Collective Agreement and other relevant UBC polices and practices in your grievances and disputes with UBC administration and with your concerns, if any, with the FA's handling of your cases. I have an excellent appreciation of your rights as FA members, and am someone who is willing to listen to your concerns without judgement, and with respect to your dignity, and to act effectively in your interests.
Nominee for Treasurer:

Arjun Bhardwaj  
Assistant Professor  
Faculty of Management  
UBC Okanagan

I am seeking an opportunity to serve as the Treasurer for the UBC Faculty Association. I have been an Assistant Professor in the Faculty of Management at UBC Okanagan for nearly a decade. During this period, I have had an opportunity to serve in administrative and advisory roles at the UBC Okanagan. Specifically, from 2012-2016, I served as the Graduate Studies Coordinator for the Interdisciplinary Graduate Studies program in the Faculty of Management, and at the campus level, as a member of the College of Graduate Studies Council and the Research Advisory Council to the Vice-Principal, Research. During the last three years, I have worked closely with UBCFA professionals on issues linked to two grievances. My personal experience in working with the UBCFA has exposed me to considerable opportunities to improve service quality.

Coming from the Faculty of Management, I intend to have a two-fold focus for serving as the Treasurer. First, working with colleagues on the UBCFA and the professional staff, I will constantly endeavour to improve service quality. Second, I will keep a sharp focus on realizing value for the financial contributions of the UBCFA members. My training in the Finance area during my MBA and my Ph.D. in Business Administration I think has prepared me well for this role. Moreover, part of my research examines service quality antecedents and this knowledge maybe crucial for my plans to focus on improving service quality for UBCFA members.

While I am based in the smaller and newer Okanagan campus, I have developed strong links with the Vancouver campus. For example, I have held two tri-council (SSHRC) grants in collaboration with colleagues based at the Sauder School of Business, UBC V. In addition, I have published a journal article and have multiple manuscripts currently under development in collaboration with UBC V faculty. The Faulty of Management UBC O was in alliance with Sauder School of Business, UBC V for more than two years during which period the Dean of the Sauder School served as the Dean of the Faculty of Management at UBC O. During this time, I had an opportunity to work with faculty administrators from the Sauder School of Business, UBC V. So, I think I am well suited for bridging divides across the two UBC campuses. If given an opportunity to serve, I will work for an enhanced role for UBCFA on both campuses and for a better UBC.
Nominee for Treasurer:

Doris Doudet  
Professor  
Neurology  
UBC Vancouver

I am Professor in the division of Neurology. I have been at UBC for 25 years and have assumed a number of different roles during that time both in the university administration as well as the Faculty Association. This diversity has given me the opportunity to observe the workings of the institution from various perspectives and to understand the significant and varied challenges faced by all branches of Faculty. This has given me the desire to do something to improve the relationships with administration but mostly to insure that all Faculty (and staff and students) are treated responsibly, with consideration and respect. I have been treasurer and managed a private business for several years, and with my experience on the Executive, I have a broad view and a good grasp of the issues faced by the Association and how to best manage tight financial times to ensure soundness and clear goals and achievements.
Nominee for Secretary:

Annamma Joy  
Professor  
Faculty of Management  
UBC Okanagan

I am a full Professor in the Faculty of Management at UBC Okanagan Campus. I am a PhD graduate of UBC, and returned to UBC in 2008 from a faculty position at the John Molson School of Business, Concordia University, in Montreal. I have expertise in management issues, having served as acting head of the department of Marketing for a year which had at that time over 20 full time tenured/tenure track faculty and a large number of sessional and part-time lecturers. The offerings of the John Molson School of Business of which the marketing department is a part, included part time/full time undergraduate and graduate programs – PhD, MSc, MBA, Graduate Diploma, Executive MBA and Aviation MBA – to name just a few. I have also served for 2 years as the research director of the Faculty of Management at UBCO with roughly 12 full time tenured/tenure track faculty covering all disciplines relating to management and an assortment of sessional and full time/part time lecturers teaching in the undergraduate, and graduate programs. In the last two years, I have been dealing with the UBCFA staff and Executive quite extensively and can state with confidence that I have good experience on both sides of the negotiating table. I would be honored to take on this Executive Committee role [Secretary] with the FA and be a strong and knowledgeable advocate for members’ rights under the Collective Agreement and other relevant University polices in their pursuit of fair and timely representation by their union.
Nominee for Secretary:

Karen Smith
Lecturer
Microbiology and Immunology
UBC Vancouver

I am currently a member-at-large for the Faculty Association Executive Committee and have been elected into this position for the past three term appointments. Some of the roles I have taken on recently include a subcommittee called the Teaching Assessment Committee (TAC) and the bargaining advisory committee. In this election, I am running as Secretary and re-appointment in the executive would allow me to continue to represent all levels of faculty and more specifically provide insight to the roles of the teaching faculty on campus. I believe I can continue to contribute to the development of policies regarding work-life balance, support, services and help foster a positive work environment. My participation over the past 4.5 years has been a rewarding experience and I would like to continue my commitment to act in the best interests of our membership and respond appropriately to the challenges in our evolving environment at UBC.
Nominee for Chair, Contract Faculty Committee:

Sarika Bose  
Sessional Lecturer (Continuing)  
English  
UBC Vancouver

Sarika Bose is a continuing sessional lecturer in the Faculty of Arts. She was Chair of her department’s Sessional Committee for 6 years, and she is currently the Chair of the UBC Faculty Association Contract Faculty Committee, Chair of the CAUT (Can Assoc of University Teachers) CAS Committee, which represents contract academics across Canada, and serves on the national CAUT Board.

At UBC, Dr. Bose has been putting several initiatives into action to support contingent faculty. Monthly pedagogy workshops in partnership with CTLT bring together experts to share innovative research and practice. An annual Research Colloquium and publication display, in partnership with UBC Library, showcases research and supports collaborative scholarship. Regular networking events sponsored by the FA CAS Committee bring together contract faculty across UBC. Under Dr. Bose, UBC’s Fair Employment Week activities have become the benchmark in Canada and have inspired record numbers of other campuses to celebrate Fair Employment Week. Dr. Bose has also created the Lower Mainland Coalition for Fair Employment Week, with several member-campuses, as well FPSE and CUFA BC.

Dr. Bose has contributed to strengthening and informing local, national, and international coalitions, giving invited talks at the international Coalition for Contract Academic Labour (COCAL), the national Harry Crowe Foundation Conference, the Federation of Post-Secondary Educators in B.C. (FPSE), the Kwantlen Polytechnic University Faculty Association, the Conference on Precarious Academic Labour at the Okanagan College Faculty Association, the inaugural Academic Freedom Conference at the University of Alberta Faculty Association, the Equity Conference at the UBC Faculty Association, the University of Toronto Faculty Association, and the Contract Faculty Conference at CAUT.

The UBC FA’s Contract Faculty Committee encourages involvement with as many contract faculty as possible at both UBC-V and UBC-O, by providing cross-campus member networking events, such as sponsoring speakers and conference attendance, showcasing contract faculty publications from both campuses, and organizing member lunches for both campuses during Fair Employment Week. Plans to organize more activities that bring together Contract Faculty from both campuses are already in motion, and the Contract Faculty Committee welcomes greater collaboration and communication across both populations.

“I am running for re-election because I would like the opportunity to continue to serve my colleagues and to expand these initiatives I have put in place. Feeling isolated, powerless, and invisible is the fate of too many contract faculty at UBC, but I have found some ways to help bind us together, give us a voice, and help us feel empowered in our work. I hope that we can keep moving forward together.”
Nominee for Chair, Contract Faculty Committee:

Kanchan Sarker
Sessional Lecturer (Continuing)
Irving K. Barber School of Arts & Sciences Unit 6
UBC Okanagan

I am a Sessional Faculty Member with a Continuing Status in the Department of Sociology at UBC Okanagan. I joined UBC in 2009 and since then have taught over 70 courses in sociology over the years, around 8 per year. However, during these years, I have not noticed a significant improvement in the working conditions for contract faculty members. There are approximately 1,000 instructors working at UBC each year under contract, accounting for as much as 70% (or more) of all undergraduate instruction in some departments according to the UBCFA. I feel there need to be improvements to the working conditions for the contract faculty members. And that is why I would like to be elected to the Chair of the Contract Faculty Committee of the UBCFA. If I am elected I will be a strong advocate for the dignity, security, respect, and rights of contract faculty members and for inclusive working conditions at UBC.
Nominee for Member-at-Large:

Robert Campbell  
Associate Professor  
Education - Irving K. Barber School of Arts & Sciences Unit 6  
UBC Okanagan

I am an associate professor in the Faculty of Education at UBC Okanagan. I hold a BA, BEd, and an MA from the University of Calgary, and a PhD in Curriculum Theory from OISE/University of Toronto. I currently serve on the Okanagan Senate and I chair the Senate Appeals of Standing and Discipline Committee. I am a past Dean of my Faculty (2005-2010), so I have seen and understand things from both sides of the Collective Agreement. I truly believe that all of us benefit when we can work in a positive, supportive, and collegial environment; this can be achieved through respect for one-another, and, also, through respect for negotiated agreements, and established contracts, procedures, and policies. As a UBCFA member-at-large I want to work to ensure that we have strong collegial relations on our campuses and also ensure that UBC faculty and librarians are treated honestly, fairly, and respectfully by UBC management. I would be a strong advocate for UBC members, and would seek to hold UBC management to honour, not only the spirit and intent, but also the exact wording of our Collective Agreement, UBC Board of Governors’ policies, and established procedures and contracts.
Nominee for Member-at-Large:

Todd Campbell
Sessional Lecturer (Continuing)
Irving K. Barber School of Arts & Sciences Unit 6
UBC Okanagan

I am a Sessional Faculty Member with a Continuing Appointment in the Department of History and Sociology at UBC Okanagan Campus. I joined UBC in 2003 originally at the Vancouver campus and since then have taught over 70 courses in history, often 7 courses per year at UBCO. In 15 years I have noticed no improvement in the working conditions for sessional faculty members at UBC, pay is low and job security is tenuous. I also feel deeply that our core value of academic freedom has been dangerously eroded on UBC campuses, and in academia more generally, as political and corporate interests over-ride our freedom of expression and tradition of collegial governance. That is why I would like to be elected as a Member-at-Large on the Executive Committee of the FA. I feel there needs to be improvement to the working conditions of sessional faculty members, and mechanisms for transition to better treatment for long-term full-time sessionals. I hope that you will vote for me because if elected I will be a strong advocate for the rights of all faculty under the Collective Agreement and other relevant University polices and practices and a strong advocate for improvements to the working conditions of sessional and other contract faculty.
Nominee for Member-at-Large:

Shirley Chau  
Associate Professor  
Health & Social Development, Social Work  
UBC Okanagan  

I am an Associate Professor in the School of Social Work, Faculty of Health & Social Development at the University of British Columbia, Okanagan Campus. My background in social work and years as a former clinical social worker with expertise in wellbeing in corporate work environments, critical incident response in the workplace, quality assurance, conflict resolution, and wellness in the workplace, positions me well to hear FA members’ concerns and assist in bringing issues to the table for UBCFA and UBC administration to address. I understand the issues of equity, diversity, and inclusion in the University-workplace context, and can assist in the appropriate analysis of concerns experienced by FA members to facilitate satisfactory, respectful communication and equitable resolution (the goal). I have a good understanding of the Collective Agreement and its impact on members, such as the importance of having fair processes, and transparent rules of engagement between FA members and administration. It would be an honour to serve on the FA Executive Committee as one of your Executive Members-at-Large, to ensure fair, equitable and transparent treatment of FA members by both the FA and the University.
Nominee for Member-at-Large:

Meghan Corella
Assistant Professor
Language and Literacy Education
UBC Vancouver

I am an Assistant Professor in the Department of Language and Literacy Education. My research examines how power relations are reinforced and reconfigured through interactions in educational settings, with a particular focus on children and young people from linguistically and racially minoritized groups. If elected as a member-at-large of the Faculty Association, I would aim to contribute to the Association's work in developing and adapting policies and curricula that directly address the harassment, intimidation, silencing, and assault of women, LGBT, and racialized faculty, staff, and students. I also aim to contribute to protecting academic freedom in the contemporary public university.
Nominee for Member-at-Large:

Amin Ghaziani  
Associate Professor  
Sociology  
UBC Vancouver

During the annual meetings of the American Sociological Association one year in Denver, I was a panelist on a professional development workshop entitled “LGBTQ Faculty Issues: Negotiating Public Identity, Professional Research, and Relationship with Colleagues.” Co-sponsored by the association’s LGBTQ Caucus, the Sexualities section, and the Sex and Gender section, three other faculty members and I discussed our experiences with sexual diversity in a university setting. We explored what it was like to be an out faculty member on campus, how sexuality affects the tenure and promotion process, the intersection of identities like race, class, gender, and sexuality, and how to work with a multicultural undergraduate and graduate student population. I chose to be involved with this workshop because I believe that a commitment to diversity, equity, and inclusion strengthens the character of our mind as well as our spirit.

I am invested in creating thoughtful conversations about these issues in a higher education context. My work gives voice to the lived experiences of sexual minorities in contexts that range from political organizing to individual residential decision-making in cities. I extend my work into the public realm as well by speaking about sexuality in non-academic settings, giving interviews to international media outlets, and publishing in literary magazines. In the classroom, one of the most important ways in which I can action these principles is to make an effort to come out in every class that I teach. I believe that it is vital for our students to encounter openly LGBTQ faculty members at all ranks, just as it is for them to take courses with faculty members who represent other aspects of diversity, including race, gender, and class.

There are many ways in which we can think about these complex issues, of course. The type of social change to which I have alluded in this statement works best when we create a partnership between individual and institutional levels. It would be a pleasure and privilege for me to bring the multifaceted understandings of diversity, equity, and inclusion that I have cultivated over the course of my career, and in my personal life more generally, to enhance to profile of the UBCFA.
Nominee for Member-at-Large:

Nancy Langton
Associate Professor
Organizational Behaviour/HR Division
Sauder School of Business
UBC Vancouver

I am running for member-at-large on the Faculty Association Executive because of the knowledge, experience and ability I have to address significant and vital issues that confront the faculty at UBC today. No faculty member at UBC has served more years on the Association than I have, through the roles of Member-at-Large (1992-1994, 2004-2006, and 2015-2017), Treasurer (1990-1992 and 2006-2008), Vice President (2008-2010), and President (2010-2014 and 2017-2018). This has given me a variety of perspectives of what the duties and responsibilities of the Association are. It has also enabled me to have a long-term perspective on the strengths and weaknesses of the Association.

What I bring to the table in this election is a wealth of experience serving Faculty Association members, doing work that I enjoy, on behalf of all of our members. I care about the Faculty Association a lot. My years of service to the Association show that. I also care that the Association remain firmly under the control of faculty members, rather than staff. It is faculty members who have to live with decisions made by staff, and therefore faculty members should be providing clear guidance on matters that directly affect them. It is really important that the Association be faculty-led and driven.

My accomplishments at the Faculty Association also underscore my commitment to the Association and its members. In addition to being President, I have served as the chair of the bargaining preparation team and chair of the bargaining team for the past four rounds of bargaining. We’ve had successful rounds each time, although two of those rounds required interest arbitration to achieve our goals. Thus our entire team was delighted when in June 2017 we completed negotiations with the University for a three-year Collective Agreement, without having to go to arbitration. I am very proud of the bargaining teams I’ve led over the years. We work as a team, and my job is to make sure that we achieve consensus before we present proposals. That is not always easy, but we’ve never once had to take a vote on an issue, because with time and patience, my team has always reached consensus.

The Association continues to need strong, informed members of the Executive to manage a large portfolio of grievances, policy debates, and collective bargaining. We are an Association that must give voice not only to the vocal, but to those who are sometimes hesitant to speak out. The Association represents quite a diverse set of individuals, including tenure-stream faculty in the Research and Educational Leadership streams, grant-tenure faculty, lecturers, full- and part-time sessionals, librarians and program directors, with differing needs and experiences. As part of my role on the Executive, I will continue to explore ways to understand the different needs of these groups and then address those different needs in a proactive manner. (Continued Next Page)
Nancy Langton - cont’d

I am an associate professor in the Sauder School of Business. I believe it is important to give service in meaningful ways, and I appreciate the important work that the Association carries out for its members. In sum, I bring experience, expertise, commitment and a desire to be proactive to the position of member-at-large. I would be honored and humbled to be elected to serve once more on the Executive.
Nominee for Member-at-Large:

Xiaowen Xu  
Instructor  
Asian Studies  
UBC Vancouver

I am a newly-hired tenure-track Instructor of Applied Chinese Linguistics in the stream of Education Leadership. I had worked as Sessional Lecturer for several years at the University of Toronto and Visiting Assistant Professor for one year at Syracuse University before I came to join the robust teaching team in the Department of Asian Studies at the University of British Columbia.

I am interested in serving on UBC Faculty Association as a member-at-large mainly for three reasons. First, I have learned from my experience at U of Toronto and Syracuse U how much the union works in the best interest of the teaching faculty, and I would like to be part of its efforts; second, as a new teaching faculty member at Asian Studies, I could identify the issues that concern instructors and lecturers from a marginal but new perspective and therefore voice their needs better; thirdly, as a tenure-track instructor, I hope the position as a member-at-large can prepare me for long-term commitment and future contribution to the Faculty Association and to the UBC community in the long run.