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)
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.