

UBCFA Executive Election 2018

CANDIDATES' STATEMENTS

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)*

UBCFA Executive Election 2018

CANDIDATES' STATEMENTS

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.