2015 - 2016 Annual Report
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Tumult: A Year of Challenges
UBCFA President’s Report
Mark Mac Lean, UBCFA President

Last year, my annual report opened with the following: “Governance is the foremost issue on my agenda as President of the Faculty Association. Faculty at the best universities in the world have a central role in the key decisions made by the administrations of these universities. If our goal is to become a better university, UBC must use a model of governance that allows faculty to be drivers of key decisions.”

At the time, I had in mind the fundamental role of collegial governance in the academy and the constraints placed on a university administration by the traditional rights of faculty to lead in certain kinds of decisions (e.g. hiring). We have had several grievances over interference with collegial governance, and some of these are headed to arbitration. The cases of greatest concern share the characteristic that deans had involved themselves in departmental affairs. Given the critical management roles that deans play in the university, it is not surprising that they become focal points for such disputes.

In August, President Arvind Gupta resigned after a year in office, setting off a chain of events that have yet to be resolved. (In addition to Dr. Gupta’s resignation, Mr. John Montalbano, then Chair of the Board of Governors, resigned last fall after being involved in a significant academic freedom case in which he called a faculty member to talk to her about her scholarly blog post about Dr. Gupta’s resignation.) While there are still many elements of Dr. Gupta’s resignation that remain a mystery, we know from Dr. Gupta himself that he regrets resigning. The Faculty Association Executive Committee sought information from the Board of Governors to clarify the circumstances surrounding Dr. Gupta’s resignation and filed a freedom of information request about the existence and schedule of Board meetings related to his resignation. Concerns about the limited response we received to this FOI request, and apparent problems in how the Board manages its email, recently led us to file a request for clarification from the BC Privacy Commissioner as to the legislative requirements for the management practices of the Board of Governors.

In February, concerns about the Board’s handling of various UBC issues and a perception that there are problems with the management of the Board prompted a grassroots group of our members to start a petition to generate a no confidence vote in the Board. With 457 members signing (as well as 66 emeritus members), conditions for a Special General Meeting of the Faculty Association were met and a resolution of no confidence in the Board of Governors was put by an electronic vote to the members in late March. This resolution passed, making UBC one of the few major universities in the world to have had its faculty declare a loss of confidence in its board.

The Executive Committee will attend the Board of Governors meeting on 14 April 2016 to give a presentation and engage Board members in a dialog about governance.

In addition to the very public issues of the past eight months, the usual business of the Faculty Association has been carrying on.

It feels like we have been continually in negotiations for our Collective Agreement. We brought our outstanding issues to interest arbitration in February 2016 and received the arbitration award for a 2-year

In 2014-2015, SAC considered 151 applications for promotion and 15 new appointments. Of the 166, 38 involved tenure reviews. The vast majority were positive decisions: approximately 95% of tenure cases and 94% of promotions.
term (2014 to 2016) the last week of March. We achieved a general wage increase of 2% in each of these two years, which is above the so-called “mandate” of 0% and 1%. In addition, there is a $500K retention fund for the second year (2015) which does not come out of the general wage increase. I thank the other members of our bargaining team for their tireless efforts: Nancy Langton (Chair), Jim Johnson (Chief Negotiator), Rick Gooding and Deena Rubuliak (Executive Director).

UBC Okanagan is a priority for me as President and for the Faculty Association and I am working with the Okanagan Faculty Committee (“OFC”) on ways we can improve our service and presence for members on that campus. Last year we increased staff presence in the Okanagan to give members easier direct access to our Member Services Officers and I believe that this has helped with some of the issues that members have brought to me and to the OFC. As well, we continue to work with the Okanagan Faculty Committee on a plan to expand their work to engage members more broadly. I have been making regular visits to the Okanagan and meeting with groups of faculty to learn more about their experiences. We held a workshop for faculty in the Educational Leadership stream in August on preparing dossiers and CVs for promotion and tenure. I continue to have productive meetings with UBCO’s Deputy Vice Chancellor and Principal Deborah Buszard and Provost and Vice Principal Cynthia Mathieson, who both readily engage with the Faculty Association on issues.

I am grateful to the Faculty Association Executive Committee for their support in the past year. As you can imagine, this year has been extraordinary by any measure, and members of the Executive Committee have stepped up. Members have a talented and dedicated group of colleagues looking out for their interests. The Chairs of the Standing Committees have put in a lot of work this year, and I invite you to read their reports. Our Members-at-Large are a particularly engaged group who bring a wide range of views to the table.

I also acknowledge the tremendous work done by our staff. All of them are dedicated professionals who provide the Association with a strong base for serving our members. I am particularly thankful for the unwavering support of our Executive Director, Deena Rubuliak.
Invisible Professionals: 
Contract Faculty 2015 - 2016 Annual Report
Sarika Bose, Chair, Contract Faculty Committee

Contract Faculty Committee Members: Carellin Brooks (Arts Studies in Research and Writing), Charmaine Gorrie (Classical, Near Eastern and Religious Studies), Jennifer Gagnon (Political Science), Evan Mauro (Arts Studies in Research and Writing), Laila Ferreira (CAP and Arts Studies in Research and Writing)

Summary

Our goal this year was to continue raising awareness of our professional identities, while also raising awareness, through Fair Employment Week, of our employment conditions. The Contract Faculty Committee put on several events throughout the 2015 to 2016 academic year, continuing initiatives from 2014-2015, the Contract Faculty Community of Practice and the Contract Faculty Colloquium, and established another new initiative, the Contract Faculty Celebration of Publications. The Second Annual Contract Faculty Colloquium and the Contract Faculty Celebration of Publications were co-sponsored by the Faculty Association and UBC Library. These initiatives continue to foster collegial contact and interdisciplinary efforts across faculties.

ONGOING PROGRAMS THAT MEET ONCE A MONTH (October 2015 - April 2016)

Contract Faculty Community of Practice: Encouraging Professional Development

Contract Faculty members met on a monthly basis to discuss and attend presentations on pedagogical practices. Members of the group came from diverse faculties, including Law, Political Science, Mechanical Engineering, Classical, Near Eastern and Religious Studies, History, Asian Studies, Institute for Gender, Race, Sexuality and Social Justice, Arts Studies in Research and Writing, Political Science, Education, and English. CTLT’s support for this program was greatly expanded this year, with a team of administrative staff, as well as a core team of staff, Drs. Judy Chan and Janey Lew, who have cross appointments as Educational Developers in CTLT and, respectively, as contract faculty members in Land and Food Systems and First Nations and Indigenous Studies. Along with the Contract Faculty Committee Chair, Drs. Chan and Lew have been developing this year’s program and planning for more outreach initiatives for contract faculty for the coming academic year.

Monthly Pub Socials: Encouraging Community Building

Contract Faculty members joined the CFC for snacks and drinks at Enigma Restaurant off campus.

SPECIAL EVENTS

Fair Employment Week (FEW), October 7-October 11

Activities for this week included:
- Postcard petition campaign (asking for awareness of Contract Faculty issues) after which petition postcards were hand-delivered to UBC’s Office of the President – postcards were distributed in departments and at the Fair Employment Booth in the new Student Union Building
- Poster campaign, jointly supported by CAUT and UBC to raise awareness of Contract Faculty employment conditions
- Monday, October 7: delivery of a formal letter signed by the Chair of the Faculty Association and the Chair of the Contract Faculty Committee to UBC’s President
- Wednesday, October 9: an information booth at the new Student Union Building, where students were encouraged to wear buttons and sign petitions to support fair employment conditions for Contract Faculty; Contract Faculty members from English, ASRW, Political Science and CNRS, and Staff members from the Faculty Association Office volunteered at the booth, for which we are very grateful
Thursday, October 8: a well-attended lunch was generously hosted by the Faculty Association at the Peter Wall Centre. The FA President and Executive Director, Membership Services Officers and FA Staff attended, as well as Contract Faculty members from across campus.

Friday, October 11:
- the year’s first meeting of the Community of Practice session met in IKBLC for a session on Flexible Learning, presented by Judy Chan and Lucas Wright.
- the year’s first Pub Social at Enigma Restaurant.

Second Annual Contract Faculty Colloquium

A Colloquium that showcased the research and pedagogical practices of contract faculty across campus was held on March 24, 2016. There were 12 presentations given by contract faculty from diverse faculties and programs, including Electrical and Mechanical Engineering, Political Science, Economics, English, Language and Literacy Education, Institute for Gender, Race, Sexuality and Social Justice, Coordinated Arts Program, Art History and Visual Art, Asian Studies, Arts Studies in Research and Writing, and Sociology. Half the presenters gave papers on pedagogical topics, such as using virtual methods for student engagement, community outreach and teaching, perspectives on teaching languages, engineering, writing and economics. The rest of the papers were on field-specific research, including 19th century photomontage, 19th century publishing and the woman writer, linguistics patterns in Australian populations, women and agriculture, the political implications of precarious employment on the academy, and the “trans-Tempest.”

This year, the Colloquium was co-sponsored by the FA and UBC Library, which gave us the use of the beautiful Lillooet Room in the Irving K. Barber Learning Commons.

First Annual Celebration of Contract Faculty Publications

Contract Faculty from both UBCV and UBCO were invited to submit publications in both research and creative fields to display in UBC Library for a celebration of work that is often institutionally unrecognized. The event was co-sponsored by the FA and UBC Library, and took place for one afternoon in the Lillooet Room in the Irving K. Barber Learning Commons.

Committee Chair’s Work

As Committee Chair, I attended several meetings related to Contract Faculty issues, starting with a special meeting of CAUT’s CAS (Contract Academic Staff) Committee with 50 international delegates from Education International’s 7th World Congress in Ottawa. Sobering conversations regarding a global tendency towards increasing precariousness of academic employment led to conclusions that academics needed to coordinate more closely with labour unions and call for more accountability from governments, labour boards and local university authorities. In November, I was invited to present a paper at the Association of Academic Staff at the University of Alberta (“AASUA”) Inaugural Conference on Academic Freedom in Edmonton, and, in February, at the Harry Crowe Foundation in Toronto. I also attended the Ontario Confederation of University Faculty Associations’ February conference, “Confronting Precarious Academic Work” in Toronto. During all my trips, I took part in informal meetings with Contract Faculty members from different parts of Canada.

The Chair of the CFC serves on the Faculty Association’s Executive Committee and on CAUT’s Contract Academic Staff Committee (CAUT-CAS). The CAUT-CAS meets in Ottawa twice a year to discuss policy and work on model clauses.

The Committee Chair thanks the Contract Faculty Committee for their work on this year’s initiatives, special events and continuing programs. The Contract Faculty Committee is grateful for the support of the Faculty Association, and especially for the hard work of the Member Services Officers, the Executive Director and the staff.
In the past year, the Librarians and Archivists Committee (“LAC”) has worked to engage more broadly, both within and outside of the Library. We are still a relatively new committee, and input from all members in the Library is essential to our success. This year, the LAC welcomed its first member from the UBC Okanagan Library. We also held a special event for Heads in the Library, and collaborated with the SFU Faculty Association on a joint event for SFU and UBC librarians and archivists.

Part of the LAC’s mandate is to promote and encourage means of continuing education and professional development for librarians and archivists. In June 2015, we held a joint event with SFU librarians and archivists, a “Good Neighbor Summit”, at SFU’s downtown campus. This event was very well attended, with nearly 50 participants, including several UBC Okanagan colleagues who joined via Skype. The program featured a number of speakers and two panel discussions. Brief presentations on the development of the library proposals for SFU’s first collective agreement, and the role and benefits of our own Librarians and Archivists Committee were followed by a panel on mid-career transitions, featuring librarians from UBC and SFU, and a panel on collegial governance, featuring librarians as well as the Faculty Association executive directors from both UBC and SFU. The collegial governance discussion was particularly rich, and there seems to be an appetite amongst participants to continue and expand this discussion. This event provided a welcome reminder of all we have in common with our SFU colleagues and that the physical distance between our campuses needn’t be a barrier to communication and collaboration. We are in the process of planning a second Good Neighbour Summit, to take place in June of 2016.

Also in June of 2015, together with our Faculty Association’s Executive Director and one of our Membership Services Officers, I visited Kelowna to meet with UBC Okanagan librarians for some informal discussion. While a number of our UBC Okanagan colleagues have been with the Library for many years, we also have a wonderful complement of new librarians there. It was a lively and informative meeting; our allotted time flew by. Recognizing that UBCO librarians are a special constituency, the LAC will soon be joined by two additional members from UBCO. We are looking forward to greater engagement and discussion with our UBCO members in the coming year.

Heads occupy a special role in the Library, and may encounter unique issues and challenges while serving in this capacity. While Heads are represented on our Committee, we wondered if Heads might be interested in a Heads-only forum. In August, we invited Library Heads to a round table at the Faculty Association. It was very well attended and there was a wide-ranging discussion. Heads expressed that they appreciated the opportunity to discuss matters relevant to their special role. We plan to hold more events of this nature in future.

Finally, in November of 2014, the UBC Vancouver Library underwent its first external review since 2008. The External Review Committee’s report (along with a response from the Library and a response from the Provost) was shared with the university community in May 2015. Many individuals and groups participated in the External Review; in fact, reviewers noted that “the number of informants exceeded the number of UBC librarians.” Needless to say, much has changed in the world of academic libraries in recent years. New technologies, emerging areas of specialization,
changes in the Canadian copyright environment, evolution of research methods, budgetary constraints and many other issues have all had an impact. Soaring serials inflation and the precipitous decline in the purchasing power of the Canadian dollar have made collections planning extremely difficult. The report identified a number of areas in need of change or improvement. I believe the External Review was a useful process for the Library, and the resulting report will be a useful resource as we strive to improve our organization. If you have not yet had the opportunity to read these documents, I encourage you to do so.

My sincere thanks to all LAC members for their commitment and many positive contributions to our workplace, and to our Faculty Association Executive colleagues for their ongoing support. Special thanks also to Faculty Association staff for all their excellent work on behalf of our members in the Library.
Member Services & Grievance Committee
Margaret Wright, Chair, Member Services & Grievance Committee

Member Services & Grievance Committee Members: Jennifer Baumbusch (Nursing), Merje Kuus (Geography), Alex Mackay (Medicine), Scott Mackenzie (English), Michael Pidwirny (Geography), Jackie Rea (Arts Studies in Research and Writing), Anthony Sheppard (Law), Bronwen Sprout (Library)

The Membership Services and Grievance Committee (“MSGC”) works with our professional staff at the Association to resolve workplace issues of concern to Faculty Association membership at both the Okanagan and Vancouver campuses. We do this by raising concerns with the University brought to our attention by Association members. Our practice, which is reflected in the language of our Collective Agreement, is to bring issues forward for discussion with the university. We are successful in resolving most concerns through these discussions. Where a resolution is not reached through discussion, we rely on the formal mechanisms of the Collective Agreement, which include grievance and arbitration procedures.

The Member Services and Grievance Committee is composed of members from across both campuses in various ranks and disciplines. We seek to have wide representation on this committee so that we can open a collegial dialogue on how best to resolve issues that are brought forward for discussion. The Committee also has representation from the Library in order to ensure that we are informed on matters concerning our Librarians.

The MSGC meets monthly to review the range of issues confronting the membership including tenure and promotion, merit & PSA awards, respectful environment concerns, scholarly integrity investigations, intellectual property and copyright issues, medical leaves and return-to-work/ accommodation matters. The MSGC also, from time to time, recommends policy grievances to the Executive Committee. In addition to personnel issues, the MSGC also examines University policies that may have an impact on the Collective Agreement and our membership as a whole, and provides feedback that is incorporated into the Faculty Association’s submissions. We also, from time to time, recommend that the Association file a policy grievance where several employees or a segment of the membership is affected by a decision or action of the University. The Executive Committee may also file a policy grievance which typically happens if the University introduces a policy that conflicts with the terms of the collective agreement.

The Membership Services Officers (“MSOs”), are at the forefront of the Committee’s work. In the past year, the Association received approximately 300 inquiries from members with questions ranging from advice on promotion and tenure concerns, processes for medical leaves and return to work or accommodation, to queries about benefits such as tuition waivers and sabbaticals.

We also hear from members who are on the receiving end of a complaint or an allegation of wrongdoing or have been asked to meet with their head or their dean to discuss performance-related matters. This past year, we assisted several members who were subject to internal audits.

While we are successful at resolving many of the issues that are brought to our attention at the informal stage, when we are unable to do so the Faculty Association files a formal grievance. The Faculty Association currently has approximately 12 formal outstanding grievances with the University, which is down from the number we reported this time last year. If the Association is unable to settle a formal grievance, the next step in the process is for the MSGC to make a recommendation to the Executive Committee as to whether the Association should advance the file forward for arbitration. While the MSGC thoroughly discusses grievance files before making a recommendation, the Executive Committee, as part of its overall fiduciary responsibility, makes the final decision on which files proceed to arbitration.
We also have two arbitration hearings scheduled for this spring, though we make every attempt to resolve our differences before the hearing starts.

The number of return to work and accommodation files has remained fairly steady over the past year. In most cases, we have been successful in working with the University, whether through Health Promotions on the Vancouver Campus or the WRAP Program in the Okanagan, to find accommodations which allow our members to continue to remain in the workplace, or return to the workplace, with modified duties while they recover from health issues.

Not surprisingly given the high profile nature of the academic freedom case involving Dr. Jennifer Berdahl, the Association is receiving more inquiries and hearing more concerns from members about academic freedom across the campus. We’ll continue to monitor the situation and actively engage with the membership and the administration to ensure that this fundamental right is safeguarded.

As always, the Faculty Association receives a large number of inquiries and complaints from our Sessional Faculty. We have received a larger than normal number of inquiries regarding salary and perceived salary inequities between colleagues in the same department. This is also the first year that we have received several inquiries on retirement and retirement options for members. Every year we conduct a review of the kinds of inquiries, issues, complaints, and grievances and work to develop better educational materials for members to help explain their workplace rights and obligations, and to provide our bargaining preparation committee with a report on areas of the Collective Agreement which need improved or new language.

The volunteer membership as well as Faculty Association staff continue to work hard through consultation and mentorship as well as grievance and arbitration processes to help members avoid and resolve problems and conflicts that they encounter in the workplace.

The Membership Services and Grievance Committee (MSGC) works with our professional staff at the Association to resolve workplace issues of concern to Faculty Association membership at both the Okanagan and Vancouver campuses.
The Okanagan Faculty Committee (“OFC”) was created in 2006 to represent the interests of faculty at Okanagan within the Faculty Association and with UBCO management. Initially it was a committee of the whole, but a few years ago the constitution of the Association was changed to make it a standing committee. The intention was to create a small committee of people who could work with the elected officers on member issues in the Okanagan. For reason described below, the full intent of creating the OFC as a standing committee has not yet been fully realized.

The officers of the OFC are the Chair (currently me) who sits on the UBCFA Executive Committee, the First Vice-chair (currently Mike Pidwirny) who also sits on the Membership Services and Grievance Committee, and the Second Vice-chair (currently John Wagner). The Second Vice-Chair is kind of a “without portfolio” position. In the past, the Second Vice-Chair has also sat on the Membership Services and Grievance Committee but John has taken on Health and Safety issues, and is one of the four Okanagan Faculty Association members on the UBCO Health and Safety Committee.

John has worked hard in the Health and Safety portfolio, particularly on the question of the “sick building” issue pertaining to the Arts Building. As a result of his efforts we were able to get UBCFA to fund an independent study of the building which should clear up some of the issues of concern.

On the grievance front we have, of course, a lot of member issues that need dealing with. UBC is a difficult employer to begin with, and UBCO is a particularly difficult employer. Human Resources at UBCO has long practiced a deny and delay approach to dealing with any problems experienced by our members with the result that problems are not dealt with in a timely fashion and tend to drag on and on. When we do solve a problem for one member, the same problem pops up for another member in some other department. It’s very frustrating. In addition, Human Resources at UBCO reports to the VP Human Resources at UBCV, so even when HR does attempt to solve problems they can be, and have been, countermanded by Vancouver.

Between the problems we have with HR, and the fact that the Faculty Association is located in Vancouver, we tend to get the short end of the stick. I have been trying to improve the quality of service to UBCO members for a number of years, and President Mark Mac Lean has been very supportive, but progress has been slow.

Mike serves on the Member Services and Grievance Committee in Vancouver, and has worked hard to get our local issues dealt with in a more expeditious fashion, but again, progress has been slow.

A number of members have recently suggested to President Mac Lean that we have our own Membership Services Officer in Kelowna, a suggestion I was originally dubious about (I would prefer to have an expanded OFC function as a local shop stewards committee) but I am beginning to believe they may be right. This is certainly a matter I will continue to work on.

In the 2015 Annual Report I said “The appointment of a new UBC President has created some uncertainty and anxiety on campus. That would be inevitable even if his intentions towards our institution were completely benign, as they may be. UBC is a multi-campus institution somewhat in the University of California model, but the two institutions are of vastly different sizes, and UBCV (obviously) has all the power. It would be tempting for any new President to write us off as nothing more than a satellite campus of UBCV. Obviously the new President’s actions will be monitored very closely in this regard by the OFC and the Faculty Association generally.”
Well, about that: The then-new President, Dr. Gupta, turned out to be a man of great personal integrity and vision, who, as far as I could tell, had no use whatsoever for UBCO. However for reasons completely unrelated to UBCO, he was hustled out of the office of President by a cabal on the Board with all the ceremony of drunk being tossed out of a bar by a quartet of belligerent bouncers. Will the next President be any friendlier to UBCO? Answer: don’t know. The Board will hire someone to preside over the university side of UBCV (I don’t know who presides over the much more important property development and management side of UBCV but I doubt it is the President) and we will be stuck with him or her. All we can do is hope for the best, but once again the presumed appointment of a new UBC President has created some uncertainty and anxiety on campus.

On the bargaining front the bargaining team has been in bargaining, and then in Interest Arbitration, under the leadership of Chair Nancy Langton. I continue to be, as I have been since 2010, the Chief Negotiator for UBCFA. So I’ve been busy. Members interested in the work of this committee should read our bargaining blog. At the time of this writing we await the arbitration award for the 2014-16 round, and are beginning preparations for the next round, which will start shortly. I hope, by the time this is being read, we will have the arbitration award, but that is something that is completely out of our control.
Status of Women Committee Report
Margot Young, Chair, Status of Women Committee

The Chair of the Status of Women Committee has been involved in the following activities this academic year.

1. The Chair administered a women faculty mentoring programme.
   - Past participants in the programme were surveyed in August/September for feedback on the programme. Responses were varied. A number of participants—both mentees and mentors—found the programme worthwhile. Some mentors pairs had more extensive contact than the programme required. Other pairings were less successful; some reported that one or other of the assigned pair was non responsive to emails intimating contact. On the whole the survey responses indicated that the programme was worth repeating but that it was far from perfect. Improvements to it would entail more follow up from the faculty involved and more extensive structuring by the Faculty Association.
   - This year the programme reverted to being run by the Faculty Association alone, without the assistance of the Provost’s office. Senior women faculty were polled for mentor volunteers. A total of 98 indicated willingness. A corresponding 56 of pre-tenure women faculty requested a mentor. A small number, 14, senior women faculty asked for a peer mentor. The pairing took place in the second semester: 50 senior mentor/junior mentee pairs were set up. 11 senior to senior faculty mentor pairs were set up.
   - A reception for mentor pairs was held on March 14. Acting Provost Angela Reddish spoke at the event. Around 50 women faculty attended.
   - A lunch hour session for mentor participants will be held in April at noon to accommodate those unable to attend the reception.
   - Plans are place to expand the peer mentor aspects of the programme.
   - Request from junior faculty women for a mentor continue to come in.

2. The Chair has participated in a number of meetings with administrative personnel (Acting Provost, Senior Advisor on Women Faculty, VP Equity, Faculty Relations) on equity matters, such as the Special Advisor, equity structures, and, pay equity follow-up policies.

3. The Chair has been available as gender, equity advisor for the Faculty Association Executive and staff.

4. The Chair currently represents the Faculty Association on the Selection Committee for the Senior Advisor to the Provost on Women Faculty.

5. The Chair has liaised with the Equity and Diversity Office on Faculty Association involvement in a project profiling women leaders in the university.

6. The Chair has had a number of member interactions around gender equity issues.
Treasurer’s Report
Hugh Neary, Treasurer

The audited financial statements for 2015 and the 2016 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2015 are shown, as is the planned budget for 2016.

- Revenue was over budget by $81.6k in 2015 (line 5).
- Total expenses were under budget by $226.9k (line 41) due mainly to less-than-budgeted expenditures on legal fees and collective bargaining interest arbitration expenses, and less-than-budgeted human resources expenditures in 2015. Some collective bargaining interest arbitration expenses due to the 2015 bargaining cycle may be realized in 2016.
- The total surplus was $538.5k, which was over budget by $308.5k (line 43).
- The legal reserve fund (line 46) was increased by the amount of the total surplus (line 43), more than the planned amount ($230k, line 46). The Operational Reserve Fund is at its target level.

Notable budget items include:

- The budget allowed $250k for Legal Fees but in the event only $181.6k were used, saving $68.4k (line 14). An allowance of $350k for Legal Fees is included in the 2016 budget.
- The budget allowed $350k for Collective Bargaining Interest Arbitration but in the event only $246.1k was used in 2015, saving $103.9k (line 15). An allowance of $350k for Collective Bargaining Interest Arbitration is again included in the 2016 budget.
- In total the 2016 budget allows $749.5k in Service to Members Expenses, an increase of $93.5k over the amount budgeted for 2015 (line 20). This is due to the $100k increase in the budgeted amount for Legal Fees.
- Operational Expenses, were $0.3k over budget. The budgeted amount for 2016 is $173.8k, $7.5k more than budgeted for last year (line 31).
- Human Resource Expenses in 2015 came in under budget by $30k. $820k is budgeted for 2016, compared with $815.9k for 2015 (line 39).

The 2016 budget calls for a net surplus of $158.4k (line 43), which is budgeted to be transferred to the Legal Fund.

Some line item categories from previous years have been reclassed to better reflect our accounting processes going forward.
## UBC Faculty Association 2015 Budget Comparison

### REVENUE

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<tr>
<th>Line #</th>
<th>Description</th>
<th>2015 Budgeted Amt</th>
<th>2015 Audited Amt</th>
<th>Over/ (Under)</th>
<th>2016 Approved Budget</th>
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<td>Membership dues</td>
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<td>$2,584,524</td>
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<td>Interest Income</td>
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<td><strong>Total Revenue</strong></td>
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<td><strong>$2,622,771</strong></td>
<td><strong>$81,571</strong></td>
<td><strong>$2,586,700</strong></td>
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### EXPENSES

#### Membership Expenses:

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<th>Description</th>
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<th>2015 Audited Amt</th>
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<td>7</td>
<td>CAUT Dues</td>
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<td>CUFA-BC Dues</td>
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<td><strong>Subtotal Membership Expenses</strong></td>
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<td>$664,030</td>
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#### Service to Members Expenses:

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<th>Line #</th>
<th>Description</th>
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<th>2015 Audited Amt</th>
<th>Over/ (Under)</th>
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<tr>
<td>11</td>
<td>Legal Fees</td>
<td>$250,000</td>
<td>$181,607</td>
<td>($68,393)</td>
<td>$350,000</td>
</tr>
<tr>
<td>12</td>
<td>Collective Bargaining Interest Arbitration</td>
<td>$350,000</td>
<td>$246,065</td>
<td>($103,935)</td>
<td>$350,000</td>
</tr>
<tr>
<td>13</td>
<td>Member Seminars</td>
<td>$3,000</td>
<td>$3,000</td>
<td>$0</td>
<td>$5,500</td>
</tr>
<tr>
<td>14</td>
<td>Member Communications</td>
<td>$8,000</td>
<td>$1,475</td>
<td>($6,525)</td>
<td>$3,000</td>
</tr>
<tr>
<td>15</td>
<td>Special Events</td>
<td>$35,000</td>
<td>$33,429</td>
<td>($1,571)</td>
<td>$33,000</td>
</tr>
<tr>
<td>16</td>
<td>Standing Committees</td>
<td>$10,000</td>
<td>$2,132</td>
<td>($7,868)</td>
<td>$8,000</td>
</tr>
<tr>
<td>17</td>
<td><strong>Subtotal Service to Members Expenses</strong></td>
<td>$656,000</td>
<td>$467,708</td>
<td>($188,292)</td>
<td>$749,500</td>
</tr>
</tbody>
</table>

#### Operational Expenses:

<table>
<thead>
<tr>
<th>Line #</th>
<th>Description</th>
<th>2015 Budgeted Amt</th>
<th>2015 Audited Amt</th>
<th>Over/ (Under)</th>
<th>2016 Approved Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>18</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Travel</td>
<td>$80,000</td>
<td>$87,175</td>
<td>$7,175</td>
<td>$85,000</td>
</tr>
<tr>
<td>20</td>
<td>Office Expenses (Including Telephone and IT)</td>
<td>$35,602</td>
<td>$31,892</td>
<td>($3,710)</td>
<td>$40,000</td>
</tr>
<tr>
<td>21</td>
<td>Special Projects</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$16,000</td>
</tr>
<tr>
<td>22</td>
<td>Insurance</td>
<td>$2,300</td>
<td>$2,024</td>
<td>($276)</td>
<td>$2,300</td>
</tr>
<tr>
<td>23</td>
<td>Donations</td>
<td>$5,000</td>
<td>$5,000</td>
<td>$0</td>
<td>$5,000</td>
</tr>
<tr>
<td>24</td>
<td>Auditors Fees</td>
<td>$8,400</td>
<td>$9,450</td>
<td>$1,050</td>
<td>$8,500</td>
</tr>
<tr>
<td>25</td>
<td>Computer &amp; Equipment Purchases</td>
<td>$25,000</td>
<td>$31,076</td>
<td>$6,076</td>
<td>$15,000</td>
</tr>
<tr>
<td>26</td>
<td>Leasehold Improvements</td>
<td>$10,000</td>
<td>$0</td>
<td>($10,000)</td>
<td>$2,000</td>
</tr>
<tr>
<td>27</td>
<td><strong>Subtotal Operational Expenses</strong></td>
<td>$166,302</td>
<td>$166,617</td>
<td>$315</td>
<td>$173,800</td>
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</tbody>
</table>

#### Human Resources:

<table>
<thead>
<tr>
<th>Line #</th>
<th>Description</th>
<th>2015 Budgeted Amt</th>
<th>2015 Audited Amt</th>
<th>Over/ (Under)</th>
<th>2016 Approved Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29</td>
<td>Release Time</td>
<td>$122,670</td>
<td>$110,086</td>
<td>($12,584)</td>
<td>$110,000</td>
</tr>
<tr>
<td>30</td>
<td>Staff Salaries</td>
<td>$561,235</td>
<td>$561,652</td>
<td>$417</td>
<td>$582,491</td>
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<tr>
<td>31</td>
<td>Benefits</td>
<td>$110,000</td>
<td>$100,735</td>
<td>($9,265)</td>
<td>$110,000</td>
</tr>
<tr>
<td>32</td>
<td>Contract Office Support/Recruiting</td>
<td>$5,000</td>
<td>$0</td>
<td>($5,000)</td>
<td>$2,500</td>
</tr>
<tr>
<td>33</td>
<td>Professional Development and Training</td>
<td>$17,000</td>
<td>$13,451</td>
<td>($3,549)</td>
<td>$15,000</td>
</tr>
<tr>
<td>34</td>
<td><strong>Subtotal Human Resources</strong></td>
<td>$815,905</td>
<td>$785,924</td>
<td>($29,981)</td>
<td>$819,991</td>
</tr>
</tbody>
</table>

### Total Expenses

<table>
<thead>
<tr>
<th>Line #</th>
<th>Description</th>
<th>2015 Audited Amt</th>
<th>2016 Approved Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>35</td>
<td><strong>Total Expenses</strong></td>
<td><strong>$2,311,207</strong></td>
<td><strong>$2,428,291</strong></td>
</tr>
</tbody>
</table>

### Surplus (Loss)

<table>
<thead>
<tr>
<th>Line #</th>
<th>Description</th>
<th>2015 Audited Amt</th>
<th>2016 Approved Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>36</td>
<td><strong>Surplus (Loss)</strong></td>
<td><strong>$229,993</strong></td>
<td><strong>$158,409</strong></td>
</tr>
</tbody>
</table>

### Transfer of Funds:

<table>
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<th>2015 Audited Amt</th>
<th>2016 Approved Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>37</td>
<td><strong>Total Transfer of Funds</strong></td>
<td><strong>$229,993</strong></td>
<td><strong>$158,409</strong></td>
</tr>
</tbody>
</table>
2015 - 2016 UBCFA Executive Committee

Officers
MARK MAC LEAN, Mathematics
President
VINAYAK VATSAL, Mathematics
Vice President
DORIS DOUDET, Neurology
Secretary
HUGH NEARY, Economics
Treasurer

Standing Committee Chairs
SARIKA BOSE, English
Contract Faculty
JIM JOHNSON, Economics
Okanagan Faculty
KRISTINA MCDAVID, Library
Librarians & Archivists
MARGARET WRIGHT, Social Work
Member Services & Grievance
MARGOT YOUNG, Law
Status of Women

Members-at-Large
LARA BOYD, Physical Therapy
NANCY Langton,
Sauder School of Business
THOMAS KEMPEL, Sociology
DEANNA KREISEL, English
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Senior Membership
Services Officer
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Membership Services Officer
VERONIKA MIRALLES
Membership Services Officer
CHRISTINA HRABOWSKY
Executive Assistant
CYNTHIA THOM
Communications Assistant

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