

UBC Faculty Association  
Annual Report 2014 - 2015



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**Contents:**

President's Report .....2

A Community in Action:  
Contract Faculty Committee Report .....4

Librarians & Archivists Committee Report.....6

Okanagan Faculty Committee Report .....7

Member Services & Grievance  
Committee Report.....8

Senior Appointments Committee Report.....10

Appointment, Tenure &  
Promotion Decisions 2013/2014 .....11

Treasurer's Report .....12

    Budget.....13



*Photo: Xicotenacl-WikiCommons*



# Transitions

## President's Report

Mark Mac Lean, UBCFA President



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.

The changing of the guard that corresponds to the installation of a new President of UBC is always watched with interest by the faculty. As President of the Faculty Association, I have had a front row seat to the changeover to President Arvind Gupta. I like what I see.

President Gupta visited my own department today (part of his tour of units) and his first talking point was about university governance and the importance of consulting faculty broadly. He gets it. He also understands that to do this seriously will take designing responsive, functional communication channels so that he and the faculty are connecting with each other.

I have found President Gupta true to his promise to make the academic mission of the university — teaching, learning, and research — his top concern.

First, President Gupta put the Provost and Vice President Academic (Vancouver) in charge of the University's budget and gave him the mission to realign the University's budget to our academic mission. The consequences of this critical change will make themselves apparent over the next months and years.

Second, President Gupta's administration reached out to the Faculty Association to work to resolve our grievance on Policy 81 (Use of Teaching Materials in

a UBC Credit Course). We responded with an act of trust by putting our grievance in abeyance to give the Administration time to present the Board of Governors with an amended policy. I also asked the CAUT Council to table its motion of censure against UBC until the Spring CAUT Council meeting. As I write this, I await the final version of the new policy that will go to the Board in mid-April, and I feel confident that this new policy will resolve our grievance.

A change of President does not transform the University overnight, of course. Nor does it mean that there will be no tensions between the faculty and the Administration.

Collegial governance is not just about the Administration consulting faculty on decisions around "big issues." It is about the Administration recognizing and working within the constraints imposed on it by the traditional rights of the faculty to *lead* in the making of certain decisions. It is about the Administration recognizing that faculty are self-directed professionals who understand their responsibilities and can be trusted to carry them out. Departments at top research universities work on their research and teaching missions collaboratively, but independently.

We have several important active grievances about the roles Deans and Associate Deans play in processes for setting and implementing workload guidelines, hiring, and promotion and tenure. The conversations about these disputes can be characterized as respectful and productive, though difficult at times. Even so, several of these grievances are important enough that they will go to arbitration this year if we cannot find acceptable resolutions through negotiations.

We are (continually) in collective bargaining for our Collective Agreement, though we have moved to the arbitration phase. The tone of the bargaining this round has been positive, and we achieved agreement with the Administration on a number of issues. However, some of our most difficult issues, as well as our general wage increase, will go to arbitration

in October. That said, we expect to work to resolve some of the non-monetary issues through further negotiations before then. I thank the other members of our bargaining team for their tireless efforts: Jim Johnson (Chief Negotiator), Nancy Langton (Chair), Rick Gooding, and Deena Rubuliak (Executive Director).

UBC Okanagan is a priority for me and for the Faculty Association. We are working to make sure we are a relevant organization for our members on that campus. Faculty Association staff have done a great job representing individual members at UBCO, but we have increased staff presence in the Okanagan to give members easier direct access to our Membership Services Officers. As well, we are working with the Okanagan Faculty Committee on a plan to expand their work to engage members more broadly.



Photo: Buchanan Gardens; Xicotenacl-WikiCommons

I have been making regular visits to the Okanagan and meeting with groups of faculty to learn more about their experiences. I have also had productive meetings with Okanagan Deputy Vice Chancellor and Principal Deborah Buszard and Provost and Vice Principal Cynthia Mathieson, who both readily engage with the Faculty Association on issues.

The Faculty Association struck an *ad hoc* Committee on Teaching Assessment chaired by Nike Vatsal (Vice President). This committee has been looking at best practices for teaching evaluation, and it has engaged and influenced the University's Committee on Student Evaluations of Teaching. Given the use of Student Evaluations of Teaching in tenure and promotion, Merit and PSA assessment, and, increasingly, in performance management cases, it is important that faculty members trust the ways in which their teaching is assessed.

The Faculty Association took a strong interest in the review of the UBC Library in the fall, and the Librarians' and Archivists' Committee made a detailed presentation to the reviewers. I had a private session with the Review Committee and was pleased with the level of engagement they had with critical issues for the Library. It was clear that the reviewers understood that the Library is one of the most challenging workplaces at UBC. The report of this review should be released to the campuses in the near future.

I am grateful to the Faculty Association Executive Committee for their support in the past nine months. 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.



# A Community in Action: Contract Faculty Committee 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), Tatiana Van Riemsdijk (History; Institute of Gender, Race, Sexuality and Social Justice); Stephanie Spacciante (French, Hispanic and Italian Studies)

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## SUMMARY

The Contract Faculty Committee put on several events throughout the 2014 to 2015 academic year, and established two new initiatives, which have fostered collegial contact and interdisciplinary efforts across faculties: the Contract Faculty Community of Practice and the Contract Faculty Colloquium. A further awareness-raising initiative – National Adjunct Day of Action – was held for the first time in February 2015, to speak up in solidarity with contract faculty across North America, and to continue with the more extended awareness-raising work of Fair Employment Week in October.

### **Recapture of Professional Development Funds: Completion of Initiative by Rick Gooding (former Contract Faculty Committee Chair) and Deena Rubuliak (Faculty Association Executive Director)**

Funds from Professional Development Fund money that had been unclaimed by Contract Faculty were recaptured, and will be used for travel grants and a teaching prize for sessional faculty. The current Contract Faculty Committee is grateful for the continued hard work and commitment of our previous Contract Faculty Committee Chair and of our FA Executive Director, Deena Rubuliak.

### **ONGOING PROGRAMS THAT MET ONCE A MONTH (October 2014-March 2015)**

#### **New Initiative: 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, Sociology, Education, Sauder, Nursing and English. This initiative was supported

by CTLT, which provided us with meeting space and audio-visual support.

#### **Monthly Pub Socials: Encouraging Community Building**

Contract Faculty members joined the CFC for snacks and drinks at Koerner's Pub on campus, and at Enigma Restaurant off campus.

## SPECIAL EVENTS

### **Fair Employment Week (FEW), October 27-October 31, 2014**

Activities for this week included:

- Petition campaign (asking for awareness of Contract Faculty issues) that continued for 2 weeks, after which petition postcards were delivered to UBC's Office of the President
- Monday, October 27: 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
- Tuesday, October 28: a lunch hosted by the FA at the Peter Wall Centre
- Wednesday, October 29: an information booth at the Student Union Building, where students were encouraged to sign petitions; CF from English, ASRW, GRSJ, History and CNRS volunteered at the booth, for which we are very grateful
- Thursday, October 30: the first meeting of the Community of Practice sessions at the Sauder Penthouse
- Friday, October 31: the first Pub Social, with special costume competition at Koerner's Pub

### **National Adjunct Day of Action, Wednesday, February 25, 2015**

To support and raise awareness of contract faculty at UBC and across North America, members of UBC's

Faculty Association were asked to wear blue and speak up about contract faculty issues. Some faculty members, whether they were tenured or in contract positions, wore blue, spoke to their classes about these issues, wore or distributed buttons and signed the petition that was on CAUT's FEW page. National Adjunct Day of Action in Canada was held not only to raise awareness of contract faculty issues in Canada, but also to send a message of solidarity with National Adjunct Walkout Day in the United States.

#### First Annual Contract Faculty Colloquium



A Colloquium that showcased the research and pedagogical practices of contract faculty across campus was held on March

26, 2015. There were 10 presentations given by contract faculty from diverse faculties and programs, including Electrical and Mechanical Engineering, Political Science, Biology, English, Institute for Gender, Race, Sexuality and Social Justice, Coordinated Arts Program, History, Asian Studies, Arts Studies in Research and Writing and First Nations Studies Program.

#### COMMITTEE CHAIR'S WORK

The Committee Chair attended several meetings related to Contract Faculty issues, starting with the 11th conference of the Coalition of Contingent Academic Labour (COCAL) in New York. This 3-day conference took place from August 4-6, and brought together contract faculty from Canada, the United States and Mexico. Academic Freedom, job security, wages and human dignity were the key subjects of conference talks and panels. In October 2014, and again in January 2015, the CF Chair attended meetings on contingent academic labour that were hosted by the Federation of Post-Secondary Educators (FPSE) in Vancouver; at the October 2014 FPSE meeting, the Chair gave a presentation on best practices at UBC.



Photos: S. Bose

The Modern Languages Association's conference was held in Vancouver in January 2015, which gave the opportunity for the Chair to attend several panels on contingent academic labour, and to make connections with contract faculty across Canada and North America.

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 Membership Services Officers, the Executive Director and the Staff.



# Librarians & Archivists Committee Report

Kristina McDavid, Chair, Librarians & Archivists Committee

**Library & Archivists Committee Members:** Eugene Barsky; Alan Doyle; Paula Farrar; Erin Fields; Christopher Hives; Paul Joseph; Aleha McCauley; Erin Menzies; Bronwen Sprout; Christina Sylka

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The Librarians and Archivists Committee (LAC) has had another busy year. Our agendas continue to be full and our meetings well-attended. Regrettably, we lost several committee members to other institutions in recent months, but have also welcomed several new members, including a representative from UBC Okanagan Library. We have been engaged in a number of projects and initiatives this past year and have organized several gatherings of different kinds for librarians and archivists. One of the big events at UBC Vancouver Library this past year was an external review, which took place in the fall. Some details on this and other recent activities follows.

Part of the LAC's mandate is to promote and encourage means of continuing education and professional development for librarians and archivists. In April, we hosted our second 'Great People, Great Work' event, an informal opportunity to share with and learn from colleagues in the Library. Librarians and archivists gave lightning talks on topics such as a recent science collection development course taught at the School of Library Archival and Information Studies, Aboriginal (Un)History Month, innovative support for the Masters of Management program, digitization of Gold Rush letters and Greek epigraphic squeezes, a research project on art and architecture collections in this digital age, as well as a collaborative government publications digitization project and its intersection with parliamentary privilege and crown copyright. We are now in the process of planning a joint event with librarians and archivists from the SFU Faculty Association, to take place in June. We hope to facilitate discussion of topics of interest to members from both institutions and to provide an opportunity to make (or renew) personal connections between colleagues.

In October, two members of our committee attended the CAUT Librarians' and Archivists' conference in Ottawa, entitled 'From Talk to Action'. The conference provided a whirlwind tour of the entire process of planning and executing a campaign around a particular workplace issue. It consisted of presentations and

hands-on practice, including development of visual and design elements. While the program was both engaging and useful, we particularly appreciated the opportunity to spend time with colleagues from other institutions; to learn more about their successes and challenges, as well as identify opportunities for future collaboration.

In November, the UBC Vancouver Library underwent its first external review since 2008. Needless to say, much has changed in the world of academic libraries in the past 6 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. Most recently, soaring serials inflation and the precipitous decline in the purchasing power of the Canadian dollar have made collections planning extremely difficult. Given this rapidly changing environment, many librarians and archivists welcomed the prospect of an external review and the opportunity it afforded to reflect on "the operation, management, and service role of the UBC Vancouver Library with emphasis on its achievements, the scope and balance of its various functions, the effectiveness of its leadership and administration, and the opportunities and challenges it faces in the future" (UBC Library Review: Terms of Reference)<sup>1</sup>. The Librarians and Archivists Committee prepared written comments and I met with the review team in person to discuss in some detail the high-level issues that are most important to us at this time. We look forward to reading the results of the review when they are made public and we hope they will also be of value and interest to the UBC community more broadly.

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 their unflinching diligence and kindness.

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1. <http://vpacademics2.sites.olt.ubc.ca/files/2014/09/Library-review-terms-of-reference.pdf>

# Okanagan Faculty Committee Report

Jim Johnson, Chair, Okanagan Faculty Committee

Okanagan Faculty Committee: 1st Vice-Chair: Michael Pidwirny (Geography), 2nd Vice-Chair: John Wagner (Community, Culture & Global Studies)



The role of the Okanagan Faculty Committee is to represent the interests of faculty at Okanagan within the Faculty Association and with UBCO management. The committee has three elected officers, the Chair (me) who sits on the UBCFA Executive

Committee, the First Vice-chair (Mike Pidwirny) who also sits on the Membership Services and Grievance Committee, and the Second Vice-chair (John Wagner). In the past the Second Vice-Chair has also sat on the Membership Services and Grievance Committee but this year John has been focussed primarily on Health and Safety issues, and is one of the four Okanagan Faculty Association members on the UBCO Health and Safety Committee.

For years the OFC has heard complaints about the Arts building, poor air quality being the most common issue. As a result the OFC invited members to participate in a survey regarding Arts Building health issues in December 2013. Second Vice President John Wagner wrote a full report on the results of that survey, which can be found here: [http://www.facultyassociation.ubc.ca/docs/Arts%20Building%20Health%20Survey%20Report\\_Jan26\\_Final.pdf](http://www.facultyassociation.ubc.ca/docs/Arts%20Building%20Health%20Survey%20Report_Jan26_Final.pdf). Now the trick is to act on the concerns raised. John is working on it.

Ten years ago UBCFA was dreadful at communicating with members. It is literally the case that in 2005 the Association communicated so poorly with its members many members on the Vancouver campus didn't even know they had a union to represent them. Since then, great strides have been made and we now communicate, and are much more transparent with

members, than we used to be. The OFC is committed to producing a bulletin more or less every month. Thus far we have produced two editions, February and March, 2015. The bargaining committee has instituted a communication strategy focussing on our bargaining blog which allows members to understand where we are in bargaining at a very complete level (this is something that the Chair of the Negotiations Committee, Nancy Langton, and I, as Chief Negotiator, are very committed to). We have even issued an advisory to members in the Barber School in response to concerns raised by members. In the past, while we acted on member concerns, we often didn't communicate well. Still, there is work to be done, and I remain committed to that work.

The work that Mike does on the Member Services and Grievance Committee is hard for me to comment on, since I do not attend those meetings, but he has committed to providing an update on the work of that committee in an upcoming edition of the Bulletin.

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.

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# Member Services & Grievance Committee Report

Margaret Wright, Chair, Member Services & Grievance Committee

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

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The Member Services and Grievance Committee (“MSGC”) works with the 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 of the working conditions of our Librarians.

The Membership Services Officers (“MSOs”), are at the forefront of the committee’s work. In the past year, the MSO’s have dealt with over two hundred member files. MSOs answer questions or to give advice to help members deal with and resolve minor issues. Other situations may be more complex, require longer term work and engagement, and, if not resolved, may result in the filing of a grievance.

The Faculty Association currently has approximately 18 formal outstanding grievances with the University.

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 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.

Our preference, when feasible, is to resolve matters informally with the University, a process which is codified in our Collective Agreement. We continue to be able to successfully resolve most matters that come to our attention this way. When this is not possible and a formal grievance is in place, we may seek a resolution through the arbitration process. 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 have 4 matters that have been approved for the Executive for arbitration, 3 of which are pending settlement. Again this year, we have dealt with a large number of promotion and tenure matters, which includes everything from providing advice to pre-tenure faculty who call to inquire about the process, to assisting members with reappointment matters, to

tenure and promotion denials. Another area which is growing concerns respectful environment complaints either between faculty members or in instances where members believe that they have been treated unfairly, or bullied, by an administrator. We have also seen a sharp rise in the number of complaints about workload from our members on both campuses. We have been successful at resolving a number of these concerns informally, though there are times when an investigation is necessary.

Return to work and accommodation files are also on the rise. This past year, the Association dealt with at least 15 such files. In most cases, we have been successful in working with the University 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 matters.

These are just a sampling of the kinds of issues heard and discussed by the Committee over the past year and some of the trends that we are seeing. We use this information to inform our bargaining preparation committee on areas of the Collective Agreement that require improving or strengthening, and also to develop workshops and other educational materials for our members.

The volunteer membership and the 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 mandate of the MSGC is to oversee the processing and resolution of complaints and grievances, and recommend for or against arbitration proceedings.***



# Senior Appointments Committee Report

Gillian Creese, Appointee, Senior Appointments Committee

The Senior Appointments Committee (SAC) is one of the most important committees at U.B.C. Every case for tenure, promotion, or initial appointment at the rank of Senior Instructor, Associate Professor or Professor is evaluated by SAC. Although SAC is only advisory to the President, it adds another level of scrutiny to help ensure that all files are evaluated fairly and equitably at UBC.

This is the second year I have served on SAC as the representative of the Faculty Association. Together with other Professors and Professors of Teaching drawn from across faculties at UBC-Okanagan and UBC-Vancouver, we bring diverse backgrounds to bear in evaluating around 200 files each year. I have learned a great deal about the different research and teaching cultures at U.B.C., and appreciate the effort all members of SAC make to ensure that decisions are made in accordance with: 1) the provisions of the collective agreement; 2) practices of procedural fairness; and 3) standards of excellence established within each unit and faculty.

Fairness is central to decisions about tenure and promotion. Faculty require clear instructions on what is expected, and timely feedback on meeting performance standards in their units. Mentoring by more senior colleagues, including those who are past members of SAC or Dean’s Advisory Committees on Promotion and Tenure, can be particularly valuable.

My experience on SAC suggests that demonstrating standards of research excellence are well understood, but what constitutes ‘teaching excellence’ is sometimes less clear. Yet at all levels, teaching excellence is increasingly important. Hence faculty are encouraged to take advantage of resources available to enrich their teaching. In the Professor of Teaching stream, what constitutes educational leadership is more clearly spelled out in the Guide to

Reappointment, Promotion and Tenure Procedures at UBC 2014-15 (page 50), and demonstrated through the promotion of thirteen faculty to Professor of Teaching over the past two years.

Last year SAC considered 181 cases for promotion and 125 cases for tenure (many of the latter involved both tenure and promotion). The vast majority were positive decisions: over 97% of tenure cases and 92% of promotions were successful in 2013-2014.



If you are coming up for tenure or promotion in the future consider attending one of the workshops on promotion and tenure run jointly by the administration and the Faculty Association. Consult your Head and seek out a senior mentor if you do not already have one.

Familiarize yourself with expectations in your unit and in the Collective Agreement to most effectively demonstrate your contributions to research/ educational leadership, teaching and service.



**Appointment,  
Tenure &  
Promotion  
Decisions  
2013/2014**  
(Including New  
Appointments)

PROFESSOR						
	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	36	3	37	5	38	4
Female	21	0	22	0	21	1
Total	57	3	59	5	59	5

PROFESSOR OF TEACHING						
	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	2	0	2	0	2	0
Female	4	0	5	0	5	0
Total	6	0	7	0	7	0

ASSOCIATE PROFESSOR						
	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	54	2	49	7	49	6
Female	37	1	36	3	36	3
Total	91	3	85	10	85	9

SENIOR INSTRUCTOR						
	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	3	0	4	0	4	0
Female	10	0	12	0	12	0
Total	13	0	16	0	16	0

TENURE						
	HEAD		DEAN		PRES	
	POS	NEG	POS	NEG	POS	NEG
Male	58	2	58	4	65	3
Female	49	1	52	1	56	1
Total	107	3	110	5	121	4

*Note 1: Discrepancies in the totals are due to the "Head" not being applicable for certain cases, and for joint appointments where more than one Dean and Head votes.*

*Note 2: Tenure includes both tenure only and cases where tenure is automatic with promotion.*



# Treasurer's Report

Hugh Neary, Treasurer

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The audited financial statements for 2014 and the 2015 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2014 are shown, as is the planned budget for 2015.

- Revenue was over budget by \$95.9k\$ in 2014.
- Total expenses were under budget by \$530.6k (line 45) due to interest arbitration that was budgeted for 2014 and is now projected to happen in 2015.
- The total surplus was over budget by \$626.5k (line 47).
- The Legal Reserve Fund was increased by just over the planned amount (\$200k, line 50). The remaining surplus will be transferred to the Operational Fund Reserve.

## Notable budget items include:

- The budget allowed \$250k for Legal Fees but in the event only \$92.6k were used, saving \$157.4k (line 14). An allowance of \$250k for Legal Fees is included in the 2015 budget.
- The budget allowed \$350k for Collective Bargaining Interest Arbitration but in the event only \$17.4k were used in 2014, saving \$332.6k (line 15). An allowance of \$350k for Collective Bargaining Interest Arbitration is included in the 2015 budget.
- In total the 2015 budget allows \$656k in Service to Members Expenses, an increase of \$4k over the amount budgeted for 2014 (line 20).
- Operational Expenses, were \$2.5k over budget. The budgeted amount for 2015 is \$166.3k, \$27k more than expended last year.
- Human Resource Expenses came in under budget by \$18.7k. Most items are expected to be higher in 2015, with \$815.9k\$ budgeted for 2015 against \$797.3k budgeted for 2014 (line 43).

The 2015 budget calls for a net surplus of \$230k (line 47), which is budgeted to be transferred to the Legal Fund.



## UBC Faculty Association 2014 Actuals & 2015 Approved Budget

Line #		2014 Budgeted Amt	2014 Audited Actual Amt	Over/ (Under)	2015 Approved Budget
<b>1</b>	<b>Revenue</b>				
2	Membership dues	\$ 2,450,000	\$ 2,545,292	\$95,292	\$ 2,540,000
3	Bank Interest	\$ 1,000	\$ 1,571	\$571	\$ 1,200
4	Miscellaneous Revenue	\$ -	\$ -	\$0	
5	<b>Total Revenue</b>	<b>\$2,451,000</b>	<b>\$2,546,863</b>	<b>\$95,863</b>	<b>\$2,541,200</b>
6					
<b>7</b>	<b>Expenses</b>				
8	<u>Membership Expenses:</u>				
9	CAUT Dues	\$ 470,500	\$ 459,564	(\$10,936)	\$ 475,000
10	CUFA-BC Dues	\$ 196,000	\$ 195,386	(\$614)	\$ 198,000
11	<b>Subtotal Membership Expenses</b>	<b>\$666,500</b>	<b>\$654,950</b>	<b>(\$11,550)</b>	<b>\$673,000</b>
12					
<b>13</b>	<b>Service to Members Expenses</b>				
14	Legal Fees	\$ 250,000	\$ 92,614	(\$157,386)	\$ 250,000
15	Collective Bargaining Interest Arbitration	\$ 350,000	\$ 17,432	(\$332,568)	\$ 350,000
16	Member Seminars (Financial Series Workshop)	\$ 6,000	\$ 3,000	(\$3,000)	\$ 3,000
17	Member Communications (Print, Surveys)	\$ 5,000	\$ 1,617	(\$3,383)	\$ 8,000
18	Special Events incl AGM/FGM	\$ 35,000	\$ 33,432	(\$1,568)	\$ 35,000
19	Standing Committees	\$ 6,000	\$ 1,052	(\$4,948)	\$ 10,000
20	<b>Subtotal Service to Members Expenses</b>	<b>\$652,000</b>	<b>\$149,147</b>	<b>(\$502,853)</b>	<b>\$656,000</b>
21					
<b>22</b>	<b>Operational Expenses</b>				
23	Travel and Conference Fees	\$ 68,000	\$ 82,423	\$14,423	\$ 80,000
24	Office Supplies & Expenses (incl.Dues & Subscr)	\$ 15,500	\$ 21,941	\$6,441	\$ 16,000
25	Copier Rental and Maintenance (UBC)	\$ 3,602	\$ 3,302	(\$300)	\$ 3,602
26	Computing Charges (UBC)	\$ 2,500	\$ 1,527	(\$973)	\$ 2,500
27	Telephone	\$ 11,000	\$ 8,635	(\$2,365)	\$ 11,000
28	Miscellaneous: Petty Cash	\$ 2,500	\$ 150	(\$2,350)	\$ 2,500
29	Insurance	\$ 11,000	\$ 2,024	(\$8,976)	\$ 2,300
30	Donations	\$ 5,000	\$ 5,000	\$0	\$ 5,000
31	Auditors Fees	\$ 7,840	\$ 9,030	\$1,190	\$ 8,400
32	Furn./Fix, Computers, Case Mgmt Software	\$ 10,000	\$ 2,117	(\$7,883)	\$ 25,000
33	Leasehold Improvements	\$ -	\$ 3,322	\$3,322	\$ 10,000
34	<b>Subtotal Operational Expenses</b>	<b>\$136,942</b>	<b>\$139,471</b>	<b>\$2,529</b>	<b>\$166,302</b>
35					
<b>36</b>	<b>Human Resources</b>				
37	Release Time	\$ 99,838	\$ 106,290	\$6,452	\$ 122,670
38	Staff Salaries	\$ 551,996	\$ 549,767	(\$2,229)	\$ 561,235
39	Benefits (EI, CPP, WCB, EFAP), PDF	\$ 118,500	\$ 110,700	(\$7,800)	\$ 110,000
40	Contract Office Support/Recruiting	\$ 10,000	\$ 709	(\$9,291)	\$ 5,000
41	Staff Training	\$ 12,000	\$ 8,322	(\$3,678)	\$ 12,000
42	Executive Committee Professional Development	\$ 5,000	\$ 2,814	(\$2,186)	\$ 5,000
43	<b>Subtotal Human Resources</b>	<b>\$797,334</b>	<b>\$778,603</b>	<b>(\$18,731)</b>	<b>\$815,905</b>
44					
<b>45</b>	<b>Total Expenses</b>	<b>\$2,252,776</b>	<b>\$1,722,171</b>	<b>(\$530,605)</b>	<b>\$2,311,207</b>
46					
<b>47</b>	<b>Surplus (Loss)</b>	<b>\$198,224</b>	<b>\$824,692</b>	<b>\$626,468</b>	<b>\$229,993</b>
48					
<b>49</b>	<b>Transfer of Funds</b>				
50	Legal Reserve Fund	\$ 198,224	\$ 200,000	\$1,776	\$ 229,993
51	Operational Reserve Fund	\$ -	\$ 624,692	\$624,692	-
52	<b>Total Transfer of Funds</b>	<b>\$198,224</b>	<b>\$824,692</b>	<b>\$626,468</b>	<b>\$229,993</b>

## 2014 - 2015 Executive Committee

### Officers

MARK MAC LEAN, Mathematics  
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VINAYAK VATSAL, Mathematics  
Vice President

HUGH NEARY, Economics  
Treasurer

DORIS DOUDET, Neurology  
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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

MEGAN LEVINGS, Surgery

THOMAS KEMPLE, Sociology

DEANNA KREISEL, English

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Microbiology & Immunology

DANIEL VICKERS, History

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