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When I started my time as President of the Faculty Association, I decided that I would make collegial governance a central focus of my presidency. I had been thinking of the relationship between faculty and the deans, and of the fundamental role of collegial governance in the academy and the ways constraints placed on a university administration by the traditional rights of faculty play out in certain kinds of academic decisions such as hiring and other departmental matters. However, circumstances with which you are all familiar meant that the Faculty Association has played an important role in a much larger conversation about university governance than I had anticipated and one year ago I appeared before the April meeting of the Board of Governances to speak about the concerns faculty had raised about UBC’s failures in governance. This conversation has grown beyond UBC to the national stage, as was evident at the recent CUFA BC conference on challenges in university governance, which was attended by faculty and administrators from universities across Canada. It is likely that the governance issues we, the faculty, raised at UBC will continue to generate such conversations and debates here and elsewhere for some time to come.

I expect to be finished my term as President before we have a full response from the Board of Governors to the concerns the Faculty Association presented to them last year. I am encouraged by some of the changes that have already been made, such as the increased openness of Board meetings and the availability of Board agendas and minutes, and by the reports I have heard that the Board Governance Committee continues to wrestle with responses to the remaining problems we identified. I will flag here, however, my deep concern that the Board has not yet spoken to our request that they create a policy and clear procedures to manage complaints against individual Board members, particularly the appointed Board members who do not otherwise fall under most UBC policies. Moreover, the credibility of the Board will ultimately rest on the actions it takes to address all of the concerns raised by the faculty, and the full restoration of the confidence of the faculty in the Board of Governors will depend on how well it demonstrates its ability to govern itself and UBC.

UBC welcomed a new president last summer and I have had the opportunity to have many conversations with President Santa Ono about UBC and the experiences of faculty in the university. I remain optimistic that Santa is sincere in his desire to make faculty the heart of UBC, and that he will welcome and encourage full participation by faculty in the academic governance of the university at all levels. I look forward to experiencing this as a rank-and-file faculty member. Aside from university governance, the Faculty Association has been working hard on your behalf on other matters.

The latest round of bargaining is underway, and I encourage you to read our bargaining blog and also the report of the Chair of the Bargaining Committee, Nancy Langton, for details. I thank the members of our bargaining team for their tireless efforts: Nancy Langton (Chair), Jim Johnson (Chief Negotiator), Rick Gooding, Karen Smith, Bronwen Sprout, and Deena Rubuliak (Executive Director).

The Faculty Association has settled some important issues during my term that affect all faculty members.

First, it is settled that the academic freedom language in our Collective Agreement can form the basis of a grievance, and hence the Faculty Association has the legal means to defend its members’ academic freedom. It is also settled that academic freedom includes the right of faculty to criticize the administration and policies of the university. This is important given our critical roles in collegial governance, including on the Board of Governors and in the Senates.

Second, an important case settled the way in which the administration must manage FOI requests around faculty records, including email. In particular, it is not automatic that you must turn over all of your records to the university when a request is made. Faculty have custody and control of their records and there are protocols for determining which records must be released in an FOI request.
Third, we have settled a longstanding grievance over the role of the deans in the assignment of workload to faculty members. In this case, the deans normally do not play a role in the assignment of individual workloads to faculty members. Workload assignments are made by the heads using the workload guidelines collegially developed by their department/unit.

We continue to have productive discussions on a number of other outstanding grievances that affect the rights of faculty members. I am grateful for the work of our Member Services and Grievances Committee, and I thank particularly the Chair of that committee, Margaret Wright. We have had a large number of very difficult grievances during my term and Margaret has played an important role in managing them.

The Faculty Association is in a sound financial position and I thank our Treasurer, Hugh Neary, for his careful and expert eye on our financial matters. We were able to give members a four-month dues holiday in the past year, which indicates that Faculty Association Executive Committees have worked to manage our money well over many years.

Throughout my term, the Faculty Association has maintained good relations with Faculty Relations (Director Allison Matacheskie, Vancouver Campus) and Human Resources (Director Pauline Brandes, Okanagan Campus), as well as with the key administrators responsible for the Administration’s relationship with the faculty. I would like to thank Dr. Angela Redish, Vancouver VP Academic and Provost pro tem, Dr. Deborah Buszard, Okanagan DVC and Principal, Dr. Cynthia Mathieson, Okanagan Vice Provost and Vice Principal, and Lisa Castle, VP Human Resources. In the face of many difficult issues and conversations over the past three years, I have found that all of these individuals acted professionally and collegially, and I will dare say, with grace.

I am grateful to the Faculty Association Executive Committee for their support during my time as President. As you might imagine, this period at UBC 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, 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.

We lost one of our Members-at-Large, Danny Vickers, to cancer earlier this year. I was deeply saddened by this: Danny was an amazing man, a wonderful scholar, and a dedicated member of the Executive Committee who always had the best interests of the faculty at heart. He is sorely missed by all of his friends and colleagues in the Faculty Association.

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.

Finally, during my time as president, I have come to know better the incredible accomplishments of UBC’s faculty, and I feel humbled to have played some role in representing you. I am grateful for that opportunity. Thank you.

Mark Mac Lean
The bargaining team has been busily engaged in bargaining with the University for the 2016-2018 Collective Agreement since January. You can read a summary of the Association's goals and the University's goals for bargaining on the Association's website. Both sides have now exchanged almost all proposals, excluding monetary proposals.

The start of bargaining was delayed due to the need to go to interest arbitration to conclude the 2014-2016 Collective Agreement. The university offered 0% (2014) and 0.9% (2015) in general wage increases. We asked for increases of 3% and 3%. The Arbitration Board, taking note of the fact that UBC certainly had the ability to pay a reasonable wage increase, awarded a general wage increase of 2% and 2%, based on the criteria required by the Collective Agreement to make this determination. Although we were disappointed that the Arbitration Board awarded no language proposals, we were delighted to achieve reasonable salary increases for our members.

In preparing for bargaining, members of the Bargaining Preparation Committee conducted face-to-face meetings with members, consulted with the Chairs of the various constituent committees on the Executive and issued a bargaining survey. It has been extremely helpful to the Committee that such a large number of members take the time to interact with us and to complete the bargaining survey. Each round, in addition to the usual questions, we focus on some specific issue. One year it was workload, one year it was the Progress through the Ranks system, and this year we asked some very specific questions about the Educational Leadership stream. These survey results help us build a fairly complete picture of the members' views which we use not only to fashion our proposals but, as importantly, to evaluate the University's proposals. We take very seriously the need to represent carefully the diverse views of our members in fashioning proposals and in responding to the University's proposals.

As we have since 2010, I have served as the Chair of the Bargaining Committee and Jim Johnson has served as Chief Negotiator. The bargaining team itself includes Mark MacLean from Mathematics (also UBCFA President), Rick Gooding from English, and Karen Smith from Microbiology & Immunology. Bronwen Sprout from the Library serves on the team for matters pertaining to Library and Executive Director Deena Rubuliak provides support to the committee generally, and at the bargaining table. We also get research support from Deena's staff and legal advice from our counsel, Alan Black Q.C. Members wanting more information about the current round of bargaining should consult our bargaining blog from time to time, and/or send us email at faculty.association@ubc.ca.

Respectfully submitted,

Nancy Langton, Chair

1 http://www.facultyassociation.ubc.ca/collective-agreement/bargaining-2016/faculty-association-proposals-2016/
2 http://www.facultyassociation.ubc.ca/collective-agreement/bargaining-2016/university-proposals-2016/
3 http://www.facultyassociation.ubc.ca/category/bargaining-updates-2016/
Status of Women Committee Report

Margot Young, Chair, Status of Women Committee

1. Mentoring Programme

Given the success of past years, we have begun working on this year’s mentor programme. As usual, the programme will pair pre-tenure women faculty with senior women faculty for at least one coffee or lunch.

2. Fall Reception for Women Faculty

In line with the launch of the mentoring programme for next year, we are working on holding a reception in October for women faculty mentors and mentees. This year’s reception will also include a special recognition of work done on gender pay equity issues by past Status of Women members.

3. UBC Sexual Assault Policy

a. Sexual Assault Policy Consultations

Two sets of consultations were held for Faculty Association members so that we could collect feedback on drafts of the Sexual Assault Policy. The first set included three consultation sessions at UBCV and two at UBCO.

Following the release of a revised draft policy, a second round of consultations was held on both campuses.

b. Consultations Reports

Following the open consultation periods, I drafted two reports synthesizing feedback received from faculty as well as the FA’s responses to the two draft policies. These were submitted to the Office of University Counsel. These reports/letters can be accessed through the Faculty Association’s website.

c. President’s Steering Committee on Sexual Assault

I was involved in the initiation of this Committee. The Committee served as an advisory committee for the Policy Committee drafting the policy. It also is an advisory committee for development of a campus action plan on sexual violence, establishment of the administrative apparatus and hiring of Directors for the Policy, as well as communication policies around the Policy and Action Plan. The Committee meets regularly, typically for three hours each week.

d. Search Committee for Director of Investigation

The new Sexual Assault and Other Sexual Misconduct Policy sets up a separate administrative site for investigations into sexual violence reports. This will be administered by a Director of Investigations. I have been asked to be on the search committee for this position. The search process will begin this summer.

4. Meeting with Deputy Vice Chancellor at UBCO

While I was at the UBCO campus for consultations with members on the sexual assault policy, I took the opportunity to meet with Deborah Buszard to discuss the gender pay equity settlement and how it affected her campus. We also discussed issues that are somewhat unique to the UBCO campus regarding equity and committed to continuing to work together on these matters.

5. Ombuds Advisory Committee

I have also been serving as Chair of the Ombuds Advisory Committee. The Committee meets monthly and oversees and assists with the work of the Ombuds.

6. Vice-Presidential Strategic Implementation Committee on Equity and Diversity

I sit as a member on this Committee that oversees equity and diversity initiatives, programmes, and policies, and reports to the UBC Executive.
7. Retaliation Committee
As Chair, I have also been a member of this Committee. The Committee reports to the Vice-Presidential Committee on recommended policy to deal with issues of retaliation that may follow complaints under other UBC policies.

8. Provost's Search Committee for Senior Advisor on Women Faculty
I was invited to participate in the work of this Committee, which, following an extensive search, recommended the appointment of Jennifer Love to fulfill this important role.

9. Racial (In)Justice in Canadian Universities
In conjunction with Sunera Thobani, I was Co-Convenor of this day-long conference on March 16. Roughly 100 people attended the conference, including faculty, librarians, students, and members both inside and outside of the UBC Community. The Conference consisted of two panels with five speakers each, along with two sessions of workshop discussions following the panel. The conference was followed by a reception at Allard School of Law.

It is the hope of the Faculty Association and the Status of Women Committee that this conference will be a starting point for further discussion on this campus and on our Okanagan Campus. We were delighted that a number of our colleagues from the Okanagan campus joined us for this event and we look forward to supporting future events of this kind. The Faculty Association funded a number of Okanagan faculty to attend.

Thanks for the organizational and logistical work of FA staff.

10. As Chair of the Status of Women Committee, I gave a number of presentations at conferences and meetings over the past year. These include:

   a. SFU Faculty Association General Meeting

On November 21, I gave a presentation to SFUFA’s membership about the gender pay equity work and the role and involvement of the UBCFA in launching and then working closely with the administration on a resolution of the issue.

   b. University Governance in the 21st Century: Meeting the Challenges of Openness, Accountability, and Democracy, CUFA BC Governance Conference

11. Member Inquiries
I am, at times, approached by faculty members to discuss a variety of issues. Many of these discussions end with a referral to the professional staff of the Association.

12. Pay Equity follow up
Along with the Executive Director, I am continuing to work on gender pay equity issues. We will be meeting with Faculty Relations and the Senior Advisor on Women Faculty to discuss the implementation of the outstanding equity recommendations as identified in the gender pay equity reports. We will also be asking for updated data so that we can re-run the gender pay analysis.

Respectfully submitted,
Margot Young, Chair
Summary

Our goal this year was to continue raising awareness of our professional identities through regular professional development events at CTLT, an exhibition of Contract Faculty publications, and a research colloquium at the Irving K. Barber Learning Commons. These initiatives were established between 2014 and 2017, and were supported by CTLT, the Faculty Association and UBC Library. We continued to raise awareness of our working conditions through Fair Employment Week in October 2016.

These initiatives continue to foster collegial contact and interdisciplinary efforts across faculties.

Ongoing Programs that met once a month (October 2016-April 2017):

Continuing 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 Medicine, Land and Food Systems, Classical, Near Eastern and Religious Studies, 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 includes a team of administrative staff, as well as program development staff members, Dr. Judy Chan, who has a cross appointment as contract faculty in the department of Land and Food Systems, as well as an Educational Developer in CTLT. With the support of CTLT, the Contract Faculty Committee Chair and Judy Chan have been facilitating monthly workshops on such topics as resources for new contract faculty, working with classroom challenges and grading strategies. Presentation workshops have included indigenous classroom conditions and international classroom conditions. We also had two new events, which were grading parties at the ends of each term.

Bimonthly Pub Socials: Encouraging Community Building

Contract Faculty members joined the CFC for snacks and drinks at pubs located off campus.

Special Events

Fair Employment Week (FEW), October 24-October 28, 2016

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 NEST
- Poster campaign, jointly supported by CAUT and UBC to raise awareness of Contract Faculty employment conditions

Monday, October 24:

- 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
- Fair Employment Awareness Booth at the NEST, where petition postcards were distributed to members of the campus community, including students, faculty and staff, and we had some
fruitful discussions with students. Contract faculty members from Political Science, CNRS, French, Spanish and Hispanic Studies, ASRW and English volunteered – in addition, some tenured faculty members and Member Services Officers volunteered. We are grateful for all the support.

**Tuesday, October 25:**
- Members’ Lunch at Sage, attended by Contract Faculty Committee members, Member Services Officers, the FA President and Executive Director, as well as contract faculty from across the UBC Vancouver campus.

**Wednesday, October 26:**
- Contract Faculty and Tenured Faculty were encouraged to meet for lunch or coffee for casual conversations about Fair Employment issues
- the Contract Faculty Committee Chair gave a talk on fair employment and deprofessionalization at Kwantlen Polytechnic University’s Faculty Association general meeting

**Thursday, October 27:**
- As a new initiative to build more contacts at the UBCO campus, the Contract Faculty Committee Chair, FA President, Executive Director and Member Services Officers flew to the UBCO campus in Kelowna, B.C. to host a Members’ Lunch to parallel the lunch for their colleagues on the Vancouver campus. This lunch was attended by contract faculty and members of the UBCO Faculty Association Executive, as well as by the UBCO Provost and other senior members of administration.

**Friday, October 28:**
- As a new initiative to build more contacts across the Lower Mainland, and to have a lively culminating event for Fair Employment Week, there was a Joint Pub Social held at the Regis Pub in downtown Vancouver. Contributing associations included UBC, BCIT, TSSU, SFUFA, ETEA, VCC and FPSE. The UBCFA Contract Faculty Committee Chair and the BCIT Member Engagement Officer had been planning this since August of 2016, and were delighted at the success of the event, which saw a large number of attendees from all campuses. The evening opened formally with a blessing from a First Nations elder. There were quizzes and FEW video presentations as well, and it was determined by the Steering Committee of this event that this event should be repeated at the next Fair Employment Week.

**End-of-Term Marking Party: December 2016 and April 2017**
In collaboration with CTLT, we had an all-day “marking party” for all contract faculty. We provided food and a quiet room in which we could sit in community and work on our end-of-term grading.

**Second 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. Articles and books from a wide range of disciplines were displayed. 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 on February 16, 2017.

**Third Annual Contract Faculty Colloquium**
A Colloquium that showcased the research and pedagogical practices of contract faculty across campus was held on March 23, 2017. There were 10 presentations given by contract faculty from diverse faculties and programs, including Electrical and Mechanical Engineering, Political Science, Sociology, English, Sauder, Institute for Gender, Race, Sexuality and Social Justice, Asian Studies, Arts Studies in Research and Writing, and History. Half the presenters gave papers on pedagogical topics, such as using virtual methods for student engagement, technology in language education, online graduate teaching and inclusiveness in the classroom. Other papers were on field-specific research, including forest-management in British Columbia, poetry analysis and ethnography. Two creative writers presented readings, as well as papers on their work. Finally, there was a paper on disability and contingent labour.
We repeated the Exhibition of Contract Faculty Publications in order to reach more contract faculty and tenured faculty members.

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

Committee Chair’s Work

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.

This year, I was invited to present a workshop at the FPSE AGM in May on how to organize Fair Employment Week events. I presented several papers and talks on contract faculty issues, including a paper on deprofessionalization at COCAL in August 2016, a paper on deprofessionalization in the academy at Kwantlen’s general meeting during Fair Employment Week in October 2016, on academic freedom and deprofessionalization at a FPSE general meeting in November 2016, on equity and contingent academic labour at an FA sponsored conference on Racial Injustice in March 2017, and on the erosion of the professional at a conference on contract academic labour in Kelowna in May 2017.

In the summer of 2016, I organized a meeting with a representative from the Universities and Colleges Union in London, U.K., to continue conversations begun at the Education International Conference in Ottawa in July 2016. The UCU generously sent a letter of support and solidarity to be read out at COCAL, Edmonton, in August 2016.

I would like to thank the Contract Faculty Committee for their work on this year’s initiatives, special events and continuing programs. A special thank you goes to Judy Chan, Mischa Markotoff and Elissa Morris at the Centre for Teaching and Learning Technology for their continuing help with our Community of Practice. The Contract Faculty Committee is grateful for the support of the Faculty Association, and especially for the hard work of the staff.

Respectfully submitted

Sarika Bose, Chair

(Photos - S. Bose) Top: Solidarity at the Lower Mainland Contract Faculty First Joint Pub Social; Middle: UBC Contract Faculty at the FEW Booth in the NEST; Bottom: Contract Faculty Publication Exhibition at UBC Library’s Lillooet Room
Librarians & Archivists Committee Report 2016-17

Bronwen Sprout, Chair, Librarians & Archivists Committee

Librarians & Archivists Committee: Eugene Barsky, Kim Buschert, Alan Doyle, Paula Farrar, Paul Joseph, Arielle Lomness, Aleha McCauley, Erin Menzies, Bronwen Sprout, Christina Sylka

This is an exciting time for the UBC Library as the process for hiring a new University Librarian is currently underway. As referenced in the UBCFA 2015-16 annual report, the Library’s external review report identified a number of areas in need of change or improvement. We look forward to working with the new UL and to the changes to come.

In June 2016, the Librarians and Archivists Committee (LAC) held a second “Good Neighbour Summit”, building on the success of the previous joint event for SFU and UBC librarians and archivists. The event was again very well attended, including by several UBC Okanagan colleagues who joined via Skype. The program featured panel discussions from a number of librarians and archivists as well as small group discussions. SFU Faculty Association President Dan Laitsch opened the afternoon with a presentation on “What it means to have a Faculty Council: Perils, Pitfalls, and Opportunities in Self Governance”. Dan’s presentation picked up on the collegial governance theme introduced at the previous year’s joint event where it generated a considerable amount of interest amongst participants. Three UBC Okanagan librarians spoke about their all-librarians meetings following Dan’s talk. Switching gears, a panel of archivists from SFU and UBC spoke on “The death of the archival record, and how to revive it”. Following this, Baharak Yousefi, SFU librarian, gave a talk on “Exposing the gap between LIS rhetoric and practice: reporting from the front lines of #critlib”. Small group discussions on topics including workload, headships, research, organizational change, and bargaining concluded the day.

Continuing on with the theme of professional development, a couple of additional events deserve mention here. As a member of the CAUT Librarians and Archivists Committee, I took part in their biennial conference held in October 2016. This year the theme was Collective Bargaining and explored how best to engage alongside faculty colleagues and have an impact at the negotiating table. Our Executive Director was also able to attend this year, and we both participated in the day and a half bargaining simulation that followed the formal portion of the conference. I also attended the CUFA BC conference on the theme of University Governance in the 21st Century. Several members of the FA Executive Committee took part in this conference.

In early 2017, the FA began preparing for upcoming bargaining sessions by meeting with librarians and archivists at UBC Vancouver and UBC Okanagan. Together with our Executive Director, I held separate meetings with Heads and with general librarians and archivists on both campuses to talk about issues of particular interest and to identify key areas to pursue at the bargaining table.

The LAC saw some membership changes this year. Kristina McDavid, Chair of the Librarians and Archivists Committee since fall 2012, resigned in September 2016 when she took up a new position of Executive Director of COPPUL (Council of Prairie and Pacific University Libraries). The FA Executive Committee ratified my appointment as LAC Chair for the remainder of the term. A few months after taking up the position I put out a call for new committee members and received an encouraging response when seven librarians and archivists expressed interest. The FA Executive ratified all of the new members, who joined the group in March 2017.

Thank you to Kristina McDavid for chairing the LAC from 2012-2016 and to all LAC members for their commitment and service. And as always, thanks to Faculty Association staff for their excellent work on behalf of our members.

Respectfully submitted,
Bronwen Sprout, Chair
The Membership Services and Grievance Committee (“MSGC”) works with our professional staff to resolve workplace issues of concern to the Faculty Association membership on 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 prior to filing a formal complaint or grievance. We are successful in resolving most concerns through these discussions. Where a resolution is not reached, we rely on the formal mechanisms of the Collective Agreement, which include grievance and arbitration procedures, to achieve an appropriate settlement.

The Membership 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 to our attention. The Committee also has representation from the Library in order to ensure that we are informed on matters concerning our Librarians and Archivists.

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. From time to time we 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.

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 19 formal outstanding grievances with the University, which is up 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. Even after we formally file for arbitration, the Faculty
Association continues to work towards a resolution. There are times when we have been able to resolve matters prior to the hearing.

We currently have four grievances that have been advanced to arbitration. One of these matters concerns the involvement of Associate Deans in departmental hiring processes. While the Faculty Association and the University met with a mediator to try to resolve the issues, we were unfortunately unsuccessful and will now go to a hearing to arrive at a settlement of our concerns, which include protecting the language and processes of the collective agreement as well as the traditional departmental autonomy vested in that language and past practice from encroachment from the Dean's Office in the Faculty of Arts.

We have had a number of successful grievance outcomes this past year, one concerning our tuition waiver. A faculty member advised us that she was being charged the difference between the domestic student rate – covered by the tuition waiver – and the international rate. The Faculty Association, following discussions with the University, filed a grievance alleging that this was a breach of the collective agreement in that the language did not differentiate between international and domestic tuition rates, nor was a differential fee ever contemplated or discussed. Although UBC maintained that it had the right to make these changes unilaterally, we ultimately settled the matter which will mean approximately $120k will be returned to members who paid the differential.

In the last round of collective bargaining, the Faculty Association successfully negotiated representational rights for our members into the collective agreement. What this means is that the Association must be notified when a member is under investigation, or where a member is being asked to meet with a head or a dean on a matter which may result in discipline. This language provides important protections to Faculty Association members, helps the member understand their rights and responsibilities in these matters, and helps ensure that fair and due process is followed.

In most return to work and accommodation 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.

We continue to monitor academic freedom issues 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. 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.

Respectfully submitted,

Margaret Wright, Chair
Okanagan Faculty Committee Report

Jim Johnson, Chair, Okanagan Faculty Committee

Okanagan Faculty Committee:
1st Vice-Chair: Michael Pidwirny
2nd Vice-Chair: Jennifer Gustar

Officers of the Okanagan Faculty Committee

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 several 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.

In 2017 two new officers were elected. The First Vice-chair position has been held for a long time by Mike Pidwirny, who worked very hard on grievance issues, which can be frustrating, and who decided not to run again. Starting in July, 2017 the first Vice-chair position will be held by newly elected Peter Wylie, who is new to union work, but has a long history of service to the University, having served as Head of the old Unit 6 in the Faculty of Arts and Science, and continuing to serve on Senate.

The Second Vice-chair position has been held by a number of different members over the years: Robin Dods, Laura Hooker, and most recently John Wagner. John’s primary interest was in the Health and Safety area, where he led the Association’s work on the Arts building issue. His report on that matter is reprinted here. In 2016 John resigned from the OFC to go on sabbatical and the Executive Committee appointed Jennifer Gustar to replace him for the remainder of his term. Jennifer has now been elected to serve in that role for the 2017-2019 term. She has union experience as chair of the status of women committee, and has also given other significant service to the University, having served as Head of the Critical Studies Department in the Faculty of Creative and Critical Studies.

Both Peter and Jennifer will be serving on the Grievance Committee (technically the Membership Services and Grievance Committee, or MSGC), a crucial and massively frustrating job. In addition Jennifer has agreed to take on some of the duties in the Okanagan that I, as Chair, would normally do, but for the moment do not have the time for as I am currently serving as President of the Confederation of University Faculty Associations – BC (CUFA-BC).

My job, as Chair, is normally two-fold. First, I represent UBCO interests on the union Executive Committee. Second, I deal with local policy and political issues in my role as an officer of the union. Normally I do not handle specific member complaints. That is work normally undertaken by the MSGC, on which the two vice-chairs usually sit. However from time to time, if requested by a member, I also do that work, and have done so this year. Also, as the union’s de facto data person, I am often involved in identifying specific violations of the Collective Agreement and become involved in grievances in a research capacity. Although not formally tied to my Chairship, I continue to serve as Chief Negotiator for the Faculty Association.

In 2016 I was elected President of CUFA-BC, which is a provincial organization, not a UBCFA position. As mentioned above Jennifer has been covering some of my normal Chair duties while I take on this additional responsibility. The CUFA Presidency is a two-year term and I now enter the second, and final, year in that position.

Sick Building Issue

Our previous second vice-chair, John Wagner, worked extraordinarily hard on the various health issues pertaining to the Arts Building. The following is his report (next 2 pages):
SICK BUILDING ISSUE

John Wagner (Community, Culture & Global Studies)

Over the past few months the University has made significant upgrades to the air ventilation system serving the office wing of the Arts Building. These upgrades were made in response to initiatives undertaken by the Faculty Association on behalf of members who reported health issues that they believed were caused in whole or in part by poor air quality. The University Health and Safety Committee also played a critical role in bringing these issues to the attention of senior university administrators.

An independent air quality study commissioned by the Faculty Association reported that the amount of outdoor air being introduced into Arts building offices did not meet the minimum standards set by WorkSafeBC and the system has therefore been recalibrated to meet or exceed those standards. The faculty members and staff occupying offices on the first and second floors should have experienced a noticeable improvement in air quality since the recommended measures were introduced.

Improvement of air quality in the colder winter months should be especially apparent since, due to heating costs and equipment limitations, this is the time of year when the least amount of outdoor air is normally introduced into the building.

The Independent Study

Sterling I.A.Q. Consultants Ltd., a firm in Vancouver that specializes in air quality issues was commissioned by the Faculty Association to carry out a study air quality in the arts building in 2016. This action was taken as the result of an online survey of faculty members with offices in the arts building undertaken in December 2013. The survey indicated that a significant number of faculty members reported experiencing health problems at one time or another and that most of those problems were associated with offices on the first and second floors of the office wing of the building. The survey was undertaken due to the fact that members had been complaining about air quality issues since 2005, when the third floor of the building was constructed. Risk Management Services (RMS) staff had conducted air quality tests over a ten year period in response to these complaints but most survey respondents indicated they were not satisfied with the outcomes. The survey also indicated that many faculty had never formally reported their complaints, or had stopped reporting due to their perception that no effective actions were being taken by the university in response to previous complaints.

Sterling Consultants conducted a thorough study of the building and historical records pertaining to air quality settings and infrastructure on February 24th and 25th, 2016. Sterling made eight recommendations which were thoroughly discussed and debated by the University Health and Safety Committee (UHSC), as well as by administrative staff in Human Resources, Facilities Management, and RMS. UHSC recommended to the university that it accept and implement all Sterling recommendations and very much to their credit, the university agreed and have now completed the implementation of six of the eight recommendations. The system was recalibrated as a result of recommended balancing and repressurization to increase the overall supply of outdoor air and minimum air set points have been increased to ensure sufficient fresh air in winter even during the coldest weather. Changes made to the main air handler that delivers air to offices on the first and second floors, and to two other air handlers, has resulted in average ventilation rates above 9.4 liters per second per occupant for most rooms, which satisfies WorkSafeBC.
standards. Further corrections will be made to bring all rooms into compliance. The university also installed a new diffuser in the Arts 130 photocopy room and adjusted the CO2 sensor control for the building so that outdoor air dampers will open once CO2 levels reach 700 ppm. The previous setting, as reported by Sterling Consultants was 1200 ppm.

Still to be addressed is the Sterling recommendation #8 that all office windows opening into the central atrium be kept closed in order to maintain pressure balance throughout the system. The offices and atrium are served by different air handlers and if too many office windows are open it can negatively affect air delivery throughout the system in a number of ways. Keeping the windows closed will also help to prevent the movement of air borne mold spores from atrium plants into the offices. UHSC has recommended closure of the windows but did not make a specific recommendation about how to accomplish this. Either notices will be posted in offices requesting that they be kept closed, or they will be closed permanently. Faculty members with concerns about their office windows should contact their faculty representatives on the UHSC or the Co-Chairs (http://riskmanagement.ok.ubc.ca/committee/uhsc/members.html).

Sterling recommendations number 6 and 7 addressed housekeeping services. Recommendation #6 recommended the use of HEPA filtered vacuum cleaners and this has been standard practice for some time. Recommendation #7 proposed the monthly cleaning of fabric furniture and #8 recommended that office occupants be more diligent in keeping floor clear so they can be regularly vacuumed. No specific actions have been taken to date to address these issues but they remain under consideration.

Further Actions and Air Quality Monitoring

The Faculty Association survey made it obvious that many faculty members did not believe that the processes currently in place to resolve health or personal comfort issues in their workplace environment were effective. This in turn led to a lack of engagement by faculty in the formal complaint process. Very much to their credit, UHSC has been able to play a mediating role in this longstanding dispute, and hopefully, given the university’s positive response, we can now move forward to construct a more effective set of processes to address issues of this type. The Faculty Association has no plans at this point in time to conduct a follow-up survey with members to assess what level of improvement has been experienced in regard to air quality improvements but we remain open to faculty feedback. We also expect to continue working closely with UHSC, through the faculty members serving on that committee, and with the university, to communicate to members about the final three recommendations. We will also work with UHSC and RMS to put into place more effective procedures for addressing health and safety issues for all campus buildings, wherever such improvements seem warranted.

Respectfully submitted,

John Wagner
UBC Okanagan Faculty Committee Report - Cont’d

Grievance Issues

UBC is a difficult employer. That’s putting it mildly. Unfortunately, UBCO is an even more difficult employer than UBCV. Not surprisingly we have to deal with a lot of grievances. To be fair, some problems are dealt with in a timely and appropriate manner, but in general Human Resources at UBCO practices a deny and delay approach to dealing with any problems experienced by our members. Consequently problems are not dealt with in a timely fashion and tend to drag on and on. A good example is the long standing workload grievance in the Barber School. Over four years ago the Association launched a grievance pertaining to the process regarding the assignment of teaching load for individual faculty members. Although the grievance pertained to teaching load assignment process in general, it was triggered when a member was inappropriately assigned an excessive teaching load. It was just settled in April, 2017. The member received compensation for the excessive teaching load and the parties came to an agreement on appropriate teaching load assignment processes. And it took four years! This was a bit on the extreme side, but long delays in settling grievances are common.

This deny and delay tactic is a constant battle with Human Resources, who seem to see their job not as enforcing a Collective Agreement that both parties have agreed to, but to find excuses to evade the agreement they have reached.

Santa Ono

We have another new UBC President, Dr. Santa Ono. He seems like a decent bloke, but then Dr. Toope and Dr. Gupta were decent blokes, and labour relations didn’t improve during their tenure. I’m getting the feeling that improving the working conditions of faculty members is not really in the job description of the UBC President. In the 2016 Annual Report I said “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 a 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.”

It’s too early to determine if Dr. Ono is pro- or anti-UBCO. Time will tell. I will say, however, that in terms of Academic Governance, which certainly is in the job description of the UBC President, I am hopeful. In March 2017 I gave a paper at a CUFA conference on academic governance. Dr. Ono gave the keynote address at the same conference. His address was very well received by everyone at the conference, even by me. If his actions mirror his words, and I have no reason to doubt that they will, I would expect to see an improvement in governance at UBC, something that is desperately needed.

Bargaining

I continue to serve as Chief Negotiator for UBCFA, a position to which I was appointed by the Executive Committee. We are back at the table, negotiating the 2016-2018 Agreement. The Committee is chaired by Nancy Langton, as it has been since 2010, and members are advised to read the report on bargaining in this document for an update on this round.

Respectfully submitted,
J.A. Johnson, Chair
The UBC Faculty Association 2016 Budget Comparison - Budget 2016 to Actual Audited 2016 follows. Both the planned and audited figures for 2016 are shown, as is the planned budget for 2017.

- Membership dues were under budget by $863.7k in 2016 (line 2). This was due to a dues holiday that the FA Executive arranged during the year. This dues reduction has implications for the annual surplus and transfers to reserves in 2016.
- Total expenses were under budget by $313.4k (line 42) due mainly to less-than-budgeted expenditures on legal fees and collective bargaining interest arbitration expenses, and less-than-budgeted human resources expenditures in 2016.
- The total surplus was $-338.8k, which was less than the budgeted amount by $497.2k (line 44).
- No changes were made to the Legal Reserve Fund nor to the Operational Reserve Fund in 2016. These funds are at their target levels.

Notable budget items include:
- Actual membership dues collected in 2016 were $1721.3k, the under-collection of $863.7k reflecting the membership dues holiday in 2016. The budgeted level of dues for 2017 is $2562k.
- The budget allowed $350k for Legal Fees but in the event only $326.8k were used, saving $23.2k (line 14). An allowance of $350k for Legal Fees is included in the 2017 budget.
- The budget allowed $350k for Collective Bargaining Interest Arbitration but in the event only $85.8k was used in 2016, saving $266.2k (line 15). An allowance of $350k for Collective Bargaining Interest Arbitration is again included in the 2017 budget.
- In total the 2017 budget allows $782k in Service to Members Expenses, an increase of $32.5k over the amount budgeted for 2016 (line 20). This is due to an increase in the budgeted amount for Special Events and Standing Committee Expenses.
- Operational Expenses, were $0.3k over budget. The budgeted amount for 2017 is $157.8k, $16k less than budgeted for last year (line 31).
- Human Resource Expenses in 2016 came in under budget by $24.3k. $866.7k is budgeted for 2017, compared with $820k for 2016 (line 40).

The 2017 budget calls for a net surplus of $53.8k (line 44), which is budgeted to be transferred to the Legal Fund.

Some line item categories from previous years have been reclassified to better reflect our accounting processes going forward. Respectfully submitted,

Hugh Neary, Treasurer
UBC Faculty Association 2016 Budget Comparison

Budget 2016 to Actual Audited 2016 & 2017 Approved Budget

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<thead>
<tr>
<th>Line</th>
<th>2016 Budgeted Amt</th>
<th>2016 Audited Actual Amt</th>
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<td>EXPENSES</td>
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<td>Membership Expenses:</td>
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<td>Service to Members Expenses:</td>
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<td>Legal Fees</td>
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<td>Collective Bargaining Interest Arbitration</td>
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<td>Operational Expenses:</td>
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<td>Travel and Conference Fees</td>
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<td>Office Expenses</td>
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<td>Special Projects</td>
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<td>Insurance</td>
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<td>Donations</td>
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<td>Auditors Fees</td>
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<td>Asset Purchases - Equipment</td>
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<td>Leasehold Improvements</td>
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<td>Subtotal Operational Expenses</td>
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<td>Human Resources:</td>
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<td>Release Time</td>
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<td>Staff Salaries</td>
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<td>Total Expenses</td>
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<tr>
<td>44</td>
<td>Surplus (Loss)</td>
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<td>Transfer of Funds:</td>
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<td>Legal Reserve Fund</td>
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<td>Operational Reserve Fund</td>
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<td>Total Transfer of Funds</td>
<td>$158,409</td>
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<td>($158,409)</td>
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2016 - 2017 UBCFA Executive Committee

Officers
MARK MAC LEAN, Mathematics
President
VINAYAK VATSAL, Mathematics
Vice President
DEANNA KREISEL, English
Secretary
HUGH NEARY, Economics
Treasurer

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

Members-at-Large
KALINA CHRISTOFF
Psychology
DORIS DOUDET
Neurology
NANCY LANGTON
Sauder School of Business
KAREN SMITH
Microbiology & Immunology
VESNA SOSSI
Physics & Astronomy
Remembering
DANIEL VICKERS
History

UBCFA Staff
DEENA RUBULIAK
Executive Director
ROBIN ROFF
Senior Membership
Services Officer
VERONIKA MIRALLES
Membership Services Officer
(to December 31, 2016)
VALARIE NICKEL
Membership Services Officer
(Sarah Hornstein
(to December 31, 2016)
CHRISTINA HRABOWSKY
Executive Assistant
CYNTHIA THOM
Communications Coordinator

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