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www.facultyassociation.ubc.ca
Welcome

The Faculty Association of the University of British Columbia was formed in 1920 for the purpose of facilitating members’ social and employment relationship with the University. Now a registered non-profit society incorporated under the Society Act in British Columbia, since 2000, we have also been a voluntarily recognized union and the sole bargaining agent for our more than 3,200 members under the protection and rules of the Labour Relations Code of British Columbia. We’re responsible for representing all of our members in matters arising out of the Collective Agreement and out of the collective bargaining relationship with the University, including matters that form most of the terms and conditions of the employment relationship between a member and the University more generally. As the exclusive bargaining agent for our members, we have a corresponding legal duty under the Labour Relations Code to fairly represent our members in all matters relating to employment. If you are a member, whatever your concern or request, the Faculty Association will do its best to assist you.

The Faculty Association also represents the interests of the faculty at UBC beyond matters in the Collective Agreement. Article 16 of our Collective Agreement states: “Nothing in the Collective Agreement shall be interpreted as restricting the role of the Faculty Association in representing the interests of its members at the University. The University recognizes that this role traditionally has extended, and will continue to extend, beyond the matters to which the Collective Agreement relates.”

The Association relies on the volunteer efforts of its members. As a member you can run for elected office, volunteer on a committee, assist us with expert research or advice, or provide support in a variety of other ways.

The Committee Reports were written by our Committee Chairs and contain specific information regarding Association activities throughout the previous year. Our Committee Chairs are members who have given their time to lead their respective committees while also serving as members of the Executive. They work to involve the membership in activities that include networking, advocacy and assistance with policy development; formulating faculty priorities for collective bargaining; and helping to ensure that the rights of members under the collective agreement are respected. The Faculty Association is grateful for their participation.

At the time of this report, we are beginning preparations for the next round of bargaining scheduled to begin in 2019. In 2017, we achieved ratification of our current agreement (June 1, 2016 to July 30, 2019) after many days of negotiations with the university.

Financially, the Faculty Association, again with the stewardship of the Treasurer and faculty executive, remains in a solid financial position. The financial report is available on request.

The UBC Faculty Association thanks everyone for their valuable contributions and support.
Fair Employment Week

UBC led the way in Canadian universities for the 4th year, by putting on a variety of events and actions throughout the week. In addition to sending the traditional letter to the University President and to the Provost, outlining the state of precarious academic labour at UBC, which was signed by the UBCFA President, Dr. Nancy Langton and the Contract Faculty Committee (CFC) Chair, Dr. Sarika Bose, a set of petition postcards, gathered throughout the week, was also delivered to the President’s office. We held an extremely well-attended Community of Practice session on learner motivation on Monday, which was co-sponsored by the Centre of Teaching and Learning as part of our Community of Practice series. On Wednesday, we had an information booth at the NEST (Student Union Building), at which several Contract Faculty members from various faculties volunteered. We had productive discussions with students and faculty at our booth, and many signed our petition postcards. On Thursday the Lower Mainland Fair Employment Week Coalition, founded last year by UBC and BCIT, had its second Joint Pub Social at the Regis Pub downtown; it was well attended again, and the Coalition increased its membership from 7 to 10 organizations, including FPSE and CUFABC. On last day of FEW, the UBCFA hosted a special lunch for the UBC-V Contract Faculty Members. In addition, The Thunderbird student paper featured an article on Contract Faculty (CF), which included interviews with Dr. Charmaine Gorrie (CNRS) and the CFC Chair. Although UBCFA tried to hold a members’ lunch on the UBC-O campus, poor registration forced the cancellation of this event. The UBC-V CFC wishes to work on more outreach initiatives with our colleagues at UBC-O.

Professional Development in Pedagogy: Contract Faculty Community of Practice, September 2017-April 2018

This year, we continued our partnership with the Centre for Teaching and Learning (Technology), by putting on a monthly series of lectures and workshops. Each session was facilitated by a Contract Faculty member, including the Committee Chair and Judy Chan (CTLT; Land and Food Systems). The series ranged from sessions on learner motivation, learner assessment, international classrooms and work-life balance for Contract Faculty. We also held two end-of-term “marking parties” when Contract Faculty were invited to join others in a quiet room, where they could be around other professionals as they graded, and
could counter some of the isolation so many Contract Faculty experience.

**Publication Display:**

This was our third annual display of publications by Contract Faculty within the last 4 years. As always, the range and quantity of publications was impressive, and as entries were self-reported, they represented only a fraction of the academic and creative publications in book and article form.

**Fourth Annual Contract Faculty Colloquium**

As a truly interdisciplinary colloquium, this is almost a unique academic forum.

This year, ten papers were presented by Contract Faculty members from the departments of English, Education, Electrical Engineering, Sociology, Asian Studies, Art History, Law and Linguistics. The Colloquium was well attended by Contract Faculty, Tenured Faculty, graduate students, and by the Vice Provost, Dr. Erich Eich. We were able to fly in a member from the UBC-O campus, and we are looking forward to more frequent collaborations between UBC-V and UBC-O members.

**Pub Socials**

Monthly pub socials were held in Gallery 2.0 at the NEST building, as part of the community-building initiative of this committee.

**Chair’s Work**

In March 2017, the UBCFA held a one-day Equity Conference at UBC-V, at which the UBC CFC Chair gave

a paper on racism and the more general marginalization experienced by Contract Faculty. Papers from this conference are in the process of publication.

In May 2017, The CFC Chair was elected to a 2-year term as the CAUT’s Contract Academic Staff Committee Chair. This committee represents the interests of Contract Faculty across all CAUT member universities and colleges in Canada, and meets in Ottawa twice a year. The CAUT CAS Chair is also on CAUT’s Executive Committee for the same 2-year term; this committee meets in Ottawa 6 times a year.

In October, 2017, CAUT hosted a 2-day Contract Academic Staff Conference in Toronto, at which the UBCFC/CAUT CAS Chair gave 2 papers on the state of precarious employment in the Academy, and on survival and practical solutions through the twin paths of collective bargaining and professional development. As part of a renewed Fair Employment Week campaign by CAUT, the Chair was one of 4 CF across Canada who were pictured on posters that were distributed across Canada. The Chair was also featured in an *Ubyssey* article on contract academic labour (along with another CF member, Dr. Colin Green) and the Vice-Provost, Dr. Erich Eich. In addition, the Chair was a featured interview subject in a short CAUT-made film on precarious academic labour, which is being distributed across Canada.

**Acknowledgments:** The Committee Chair sincerely thanks the FA staff and the Executive Director who make this important work possible. Their commitment, enthusiasm and efficiency provide essential support, and I am truly grateful to them all.

*Respectfully submitted,*

Sarika Bose, Chair
Orientation and Consultation:
In my first year as Chair of the Status of Women Committee, I primarily spent time orienting myself to the position, the Executive Committee, University Equity administrators, and the array of interests my role seeks to support. Through consultations with former chairs and a number of equity oriented faculty, I have learned quite a bit about the historic gains made through this committee’s efforts, including the issue of gender pay equity, now undergoing another round of review as well as possible topics to address in the coming year. In discussions with former chair Margot Young, she also encouraged revisiting faculty mentorship as a key issue.

In addition to this consultation process, I attended the CAUT Equity Conference, Mobilizing Intersections, in April 2018. The conference specifically focused on the need for intersectional approaches to equity & diversity initiatives. At the conference the CAUT report Underrepresented and Underpaid: Diversity and Equity Among Canada’s Post-Secondary Teachers was released. Key findings that I hope to address in some capacity in the next year is that racialized and Aboriginal women show significant wage gaps, they are less likely to have full time, full year employment and racialized women university faculty have the highest rates of unemployment at 9.2%.

Committee Service:
In addition to Executive Committee service, I was appointed by the Executive Committee in October 2017 to the current DATA 2.0 Working Group/Pay Equity Committee. The committee spent the year collecting data and most of the analysis has been completed to determine the impact of the pay adjustment following the 2012 report & recommendations. However, the group is still in the stages of writing a final report at this time, though early observations by James Johnson indicate the 2012 adjustment closed the wage gap for those who received it. He also noted that there does seem to be a pure wage gap for new hires that may need to be addressed at some point.

In addition to the Pay Equity committee, I was asked to serve on the Vice Presidential Strategic Implementation Committee for Equity and Diversity (VPSICED) in April 2018. As noted above, my hope is to bridge the status of women’s committee’s historic focus on gender with the emergence of equity and diversity initiatives and conversations that emphasize an intersectional approach.

Committee Call For New Members:
Finally, at the end of May 2018, I sent a call for new members to the committee of which 30 members expressed interest over the summer. Our first meeting will convene in the fall 2018 with bargaining, mentorship and equity issues as key issues to address in the coming year.

Respectfully submitted,
Dory Nason, Chair

Nitobe Gardens, Winter 2017
The Librarians and Archivists Committee provides an important forum for our members in these job categories to come together and discuss issues of importance to our work and the workplace and to also engage with our colleagues on developing opportunities for professional development and collaboration with our colleagues at other institutions. As the Faculty Association represents Librarians and Archivists at both the Vancouver and Okanagan Campuses, our Committee also welcomes the participation of members from Kelowna as well as Vancouver. We typically hold monthly meetings throughout the winter terms.

This is an exciting time for the UBC Library as we welcomed a new University Librarian, Susan Parker, to the UBC community in the fall of 2017. At the time of writing, I have not yet met with Susan as chair of LAC but I look forward to a collegial and productive discussion. As Chair, I consulted with our committee members to get a sense of their issues and priorities for the Library, their vision for the future of the Library, and what message they want me to deliver to the new UL when we meet. It’s important that as Chair I reflect the views and opinions of my colleagues as I act on their behalf.

One longstanding issue for Librarians and Archivists continues to be centered around how we can best encourage and enact collegial governance practices within the Library on both campuses. As a Committee, we’ve been doing research into Librarian’s Councils as one potential forum for librarians and archivists to share their views with the senior library administration.

At Committee meetings, we discussed several workplace issues affecting Librarians and Archivists including, study leave, maternity leaves and vacation entitlements, the rights of excluded members of the bargaining unit to participate in committees formulated under the Collective Agreement, merit and PSA processes in the Library, and annual activity reports. Committee members are also provided with an update on broader issues confronting the Faculty Association membership.

I attended the CAUT conference in late November in Ottawa, and as part of that trip, alongside my other academic colleagues in attendance, I met with several MP’s including Joyce Murray (Vancouver Quadra) and Dan Ruimy (Pitt Meadows/Maple Ridge) who were receptive to our message of an increase in research funding. In both meetings, I was able to express how academic libraries and archives support academic research and how Librarians and Archivists conduct their own research, particularly in areas that enable the preservation and dissemination of research. As Library’s are facing increasing pressure to defend their relevance, it’s important to take every opportunity to remind universities and community users the important work Librarians and archivists do to support the teaching and research mission of the institution, but also the important work that affects.

In February, I went to UBCO to discuss issues of relevance that are unique to UBCO Librarians. The commonalities and differences between the Libraries on both campuses is always a source of interesting discussion, and working to ensure UBCO Librarians are heard and supported by the LAC is a priority for me in my tenure as Chair.

This year we welcomed several new members to the committee including Aleteia Greenwood, Mayu Ishida, Barbara Towell, Irena Trebic, and George Tsiakos. I would like to thank my predecessor Bronwen Sprout for her capable leadership as Chair and of course the committee members who provide broad ranging expertise and a passion for improving our workplace. As always, thanks to Faculty Association staff, particularly Deena Rubuliak, for all their excellent work on behalf of our members.

Respectfully submitted,
Alan Doyle, 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 filling 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 for our membership.

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 worked on approximately 290 calls or email 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. We negotiated new language on grievances in the last round of bargaining with the aim of improving processing and response times. We now have a three step grievance process: Step 1 begins when the Association informs the University that there is an issue in dispute and the parties are formally involved in settlement discussions. If the
matter cannot be resolved at that Step, the Association – if we are the grieving party – must proceed to a formal written grievance within 60 days the facts of the case becoming known. Within 30 days of receiving the grievance, the University and the Association must meet to discuss the grievance. A written reply to the grievance must be received within 30 days of the Step 2 grievance meeting outlining whether the grievance has been accepted or denied.

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 an arbitration. This is Step 3 in the grievance 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. 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 have had a number of successful grievance outcomes this past year. We filed a grievance concerning the long service CPI increment. Essentially, the Faculty Association and the University had different interpretations regarding the timing of the payout. We were finally able to resolve the dispute once it got to the arbitration process. Without conceding any wrongdoing, the University agreed to pay the increment according to the understanding the Faculty Association had about the intent of the language that was negotiated.

We are proceeding to a hearing on two grievances this summer, one concerning the timing of the implementation of the newly negotiated provisions regarding lecturers and the other concerns whether the University can assign work to new sessional lecturers without going through the competitive processes that existing sessionals go through to receive course assignments.

We are continuing to monitor academic freedom issues and actively engage with the membership and the administration to ensure that this fundamental right is safeguarded. In this vein, we filed a formal grievance in June regarding indemnification. Effectively, one of our colleagues received an email suggesting that through a publication, she had engaged in defamatory and possibly libellous behaviour. When the matter was directed to the Office of University Counsel, she was advised that she would be responsible to retain her own legal counsel at her own expense. In 2010, the Faculty Association advocated for indemnification language – and even tabled language in that round of bargaining – to protect our membership from having to incur their own costs when they carry out their responsibilities in good faith and within the boundaries of their responsibilities. This continues to be a matter of discussion between the parties.

As always, the Faculty Association receives a large number of inquiries and complaints from across the membership. 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. We will also be monitoring the new grievance language to ensure that both parties are processing grievances and complaints in a timely way.

Finally, the MSGC is undergoing a self-study this year with a view to reviewing our practices and looking for ways to improve our services and the information we provide to members about grievance and labour relations processes for members. Long serving members of the MSGC as well as members of the Executive Committee formed the self-study group and will make recommendations to the Executive at its June meeting.

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. As I will be stepping down as Chair at the end of August, I wish to thank the staff for their dedicated and professional approach to their work. I'd also like to thank all the members of the MSGC, past and present, for their generous service to their colleagues and to the important work this Committee does on behalf of the Association.

Respectfully submitted,
Margaret Wright, Chair
When the constitution of the Faculty Association was changed several years ago the intention was to create a small committee of people who could work with the elected members on issues and concerns of importance to members in the Okanagan and to provide the Executive Committee with recommendations on various matters pertaining to the Okanagan campus. Under the new model, the OFC has three positions elected by the members in the Okanagan (one Chair and two Vice Chairs), and can have an unspecified number of volunteer members. The volunteer members are recommended by the Chair and approved by the Executive Committee. In March, the following members joined the Committee: John Wagner (Anthropology); Karen Perry (Chemistry); Mohsen Javdani (Economics); Diana Carter (Spanish, Creative & Critical Studies); Robert Campbell (Education); Michael Pidwirny (Physical Geography). One vice chair position is currently vacant.

It took awhile for this new model actually to be implemented. 2017 – 2018 should have been the first year we had an opportunity to try this model but unfortunately the call for volunteers was held up so 2018-2019 will really be the first year the new model is implemented. One of the tasks on the OFC’s plate, which will probably take a couple of years, is to assess how well the new model works, and to recommend changes, if any, to the Executive Committee.

Because I was in the second year of my two year term as President of the Confederation of University Faculty, OFC Second Vice-Chair Jennifer Gustar did a lot of the work I would normally have done as Chair. Unfortunately (for her) as we move into bargaining preparation that situation will continue for another year. Easily the largest time sink for her is organizing OFC conferences at UBCO. On October 10th, 2017 we held “Faculty Matters Event—A Conversation about Academic Freedom and Collegial Governance” which Jennifer organized. This event was prompted by the Okanagan Faculty Committee’s (OFC) concerns about academic freedom as these had played out in the case of Dr. Jennifer Berdahl on the Vancouver campus of UBC. Further, increasing concerns about the erosion of faculty governance on both our campuses as well as concerns about the lack of transparency of the Board of Governors, prompted us to invite Dr. Jennifer Berdahl, UBCV Sauder and Dr. Elizabeth Hodgson, UBC Vancouver, former president of UBCFA, and former member of the Academic Freedom & Tenure Committee of CAUT. Our third speaker was the immediate past President and current member of the CAUT’s Academic Freedom and Tenure Committee, Mark Mac Lean. Dr. Berdahl spoke to the challenges she faced during and after her blog comments on President Gupta’s resignation, and how comments by the Board Chair and members of Administration threatened to interfere with her academic freedom. She explained how the Faculty Association had supported her in her efforts to claim and safeguard her academic freedom during this difficult time. Following Dr. Berdahl, Dr. Elizabeth Hodgson spoke about Faculty Governance and the necessity for active participation in Faculty Associations as regards both the construction and protection of language that ensures academic freedom as fundamental to the work
of scholars and the university. She pointed especially
to CAUT’s ongoing work in cementing specific
language around academic freedom. Mark Mac
Lean provided an overview of the challenges faced
by the FA as regards issues arising from the Berdahl
case as well as its impact on the eventual outcome,
which was the resignation of the Chair of the Board of
Governors. Mac Lean, too, called for faculty members
to get more involved in their faculty associations and
governance structures. The three speakers engaged
many questions following their presentations.

Jennifer is currently organizing a conference on
“Racism in the Academy” which, because it involves
speakers from outside UBC, is a massive logistical
nightmare to organize.

In addition to the conference, the committee is
currently working on the following tasks, on which
Jennifer has also taken the lead:

1. Over the past few years there has been much
discussion of the need for the OFC to conduct
a survey of members’ experiences with, and
opinions about, the service the FA provides to
members in the Okanagan. I hope that can be

2. There has been a real problem in the past finding
a mechanism for the OFC to communicate
with the members at UBCO. Both a blog and a
newsletter are under development.

In 2017-2018 the OFC made two recommendations
to the Executive Committee that
when the FA hires
an additional
MSO, they should
be situated at
the Okanagan
campus. I have
conveyed that
recommendation
to the Executive Committee.

The second had to do with the difficulties in Okanagan
members participating in MSGC meetings because of
the time commitment necessary to fly to Vancouver for
meetings, of the unsatisfactory nature of participation
via video conferencing, and the difficulty in scheduling
meetings when Okanagan members are not in class.
(The MSGC is the Member Services and Grievance
Committee whose duty it is to investigate complaints
by members concerning their employment, tenure,
salaries, and other conditions of employment.) There
was also concern about the differences in culture
between the two campuses and how that needed to
be reflected in MSGC meetings. It was felt that these
difficulties made it difficult to recruit good Okanagan
members for the committee. The unanimous
recommendation to the Executive Committee was
that the MSCG should hold two MSGC meetings each
month, one in Vancouver, attended by Vancouver
members and dealing with Vancouver cases, and one
in the Okanagan attended by Okanagan members and
dealing with Okanagan cases. I have conveyed that
recommendation to the Executive Committee.

Respectfully submitted,

J.A. Johnson, Chair
Treasurer’s Report 2017
Hugh Neary, Treasurer

The audited financial statements for 2017 and the 2018 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2017 are shown, as is the planned budget for 2018.

- Membership dues were over budget by $355.5k in 2017 (line 2). The dues increased as a result of wage increases from the 2014-2016 bargaining being paid out in 2017.
- Total expenses were under budget by $191.1k (line 42) due mainly to insubstantial expenditures on collective bargaining interest arbitration expenses, and less-than-budgeted human resources expenditures in 2017. However, partially offsetting these savings, legal expenses were over-budget by $263k as a result of member cases.
- The total surplus was $613.1k, which was more than the budgeted amount by $559.3k (line 44).
- A total of $597k was transferred to the Legal Reserve Fund.

Notable budget items include:

- Actual membership dues collected in 2017 were $2917.5k. The budgeted level of dues for 2018 is $3010k.
- The budget allowed $350k for Legal Fees in 2017 but in the event $613.1k was spent, being $263.1k over budget (line 14). A precautionary allowance of $660k for Legal Fees is included in the 2018 budget.
- The budget allowed $350k for Collective Bargaining Interest Arbitration in 2017 but in the event only $12.1k was used, saving $337.9k (line 15). An allowance of $50k for Collective Bargaining Interest Arbitration is included in the 2018 budget. This reflects the impact of the current multi-year contract.
- In total the 2018 budget allows $794k in Service to Members Expenses, a net increase of $12k over the amount budgeted for 2017 (line 20). This is due to an increase in the budgeted amount for Member Seminars/Annual General Meetings.
- Operational Expenses, were $4k under budget. The budgeted amount for 2018 is $169.3k, $11.5k less than budgeted for last year (line 31).
- Human Resource Expenses in 2017 came in under budget by $78.7k. $1125.6k is budgeted for 2018, compared with $866.7k for 2017 (line 40). This is due to a planned hire of a new membership services officer, and a negotiated wage increase for current staff.
- The 2018 budget calls for a net surplus of $173.1k (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 2017 Budget Comparison

**Budget 2016 to Actual Audited 2017 & 2018 Approved Budget**

<table>
<thead>
<tr>
<th>Line #</th>
<th>2017 Budget</th>
<th>2017 Audited Actual</th>
<th>Over/ (Under)</th>
<th>2018 Budget</th>
</tr>
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<td><strong>REVENUE</strong></td>
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<td></td>
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<td>2</td>
<td>Membership dues $2,562,000</td>
<td>$2,917,541</td>
<td>$355,541 ($355,541)</td>
<td>$3,010,000</td>
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<td>Interest Income $2,300</td>
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<td>$41,393 ($41,393)</td>
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<td>Miscellaneous Revenue</td>
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<td><strong>Total Revenue</strong></td>
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<td><strong>EXPENSES</strong></td>
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<td>7</td>
<td>Membership Expenses:</td>
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<td>8</td>
<td>CAUT Dues $500,000</td>
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<td>CUFA-BC Dues $204,000</td>
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<td><strong>Subtotal Membership Expenses</strong></td>
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<td>Service to Members Expenses:</td>
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<td>12</td>
<td>Legal Fees $350,000</td>
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<td>$263,052 ($263,052)</td>
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<td>Collective Bargaining Interest Arbitration $350,000</td>
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<td>Member Seminars/Annual General Meetings $5,000</td>
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<td>Special Events $55,000</td>
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<td>Operational Expenses:</td>
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<td>Travel and Conference Fees $85,000</td>
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<tr>
<td>24</td>
<td>Donations $5,000</td>
<td>$5,000</td>
<td>$0</td>
<td>$5,000</td>
</tr>
<tr>
<td>25</td>
<td>Auditors Fees $8,500</td>
<td>$9,188</td>
<td>$688</td>
<td>$10,000</td>
</tr>
<tr>
<td>26</td>
<td>Asset Purchases - Equipment $10,000</td>
<td>$0</td>
<td>($10,000)</td>
<td>$10,000</td>
</tr>
<tr>
<td>27</td>
<td>Leasehold Improvements $2,000</td>
<td>$0</td>
<td>($2,000)</td>
<td>$2,000</td>
</tr>
<tr>
<td>28</td>
<td><strong>Subtotal Operational Expenses</strong></td>
<td>$157,800</td>
<td>$153,489 ($4,311)</td>
<td>$169,300</td>
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<tr>
<td>29</td>
<td>Human Resources:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>Release Time $119,231</td>
<td>$77,231</td>
<td>($42,000)</td>
<td>$250,713</td>
</tr>
<tr>
<td>31</td>
<td>Staff Salaries $590,283</td>
<td>$81,857</td>
<td>($468,426)</td>
<td>$714,271</td>
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<tr>
<td>32</td>
<td>Staff Benefits $112,201</td>
<td>$108,655</td>
<td>($3,546)</td>
<td>$140,588</td>
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<tr>
<td>33</td>
<td>Contract Office Support/Recruiting $30,000</td>
<td>$17,292</td>
<td>($12,708)</td>
<td>$10,000</td>
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<tr>
<td>34</td>
<td>Staff Training $10,000</td>
<td>$2,896</td>
<td>($7,104)</td>
<td>$5,000</td>
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<tr>
<td>35</td>
<td>Executive Committee - Professional Development $5,000</td>
<td>$0</td>
<td>($5,000)</td>
<td>$5,000</td>
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<td>36</td>
<td><strong>Subtotal Human Resources</strong></td>
<td>$866,715</td>
<td>$787,931 ($78,784)</td>
<td>$1,125,572</td>
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<tr>
<td>37</td>
<td><strong>Total Expenses</strong></td>
<td>$2,510,515</td>
<td>$2,319,395 ($191,120)</td>
<td>$2,838,872</td>
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<tr>
<td>38</td>
<td><strong>Surplus (Loss)</strong></td>
<td>$53,785</td>
<td>$613,127</td>
<td>$559,342</td>
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<tr>
<td>39</td>
<td>Less Amortization</td>
<td></td>
<td></td>
<td>$16,128</td>
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<tr>
<td>40</td>
<td><strong>Transfer of Funds:</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41</td>
<td>Legal Reserve Fund $53,785</td>
<td>$596,999</td>
<td>$543,214</td>
<td>$173,128</td>
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<tr>
<td>42</td>
<td>Operational Reserve Fund</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>43</td>
<td><strong>Total Transfer of Funds</strong></td>
<td>$53,785</td>
<td>$596,999</td>
<td>$543,214</td>
</tr>
</tbody>
</table>
2017 - 2018 UBCFA Executive Committee

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NANCY LANGTON, Sauder School of Business President
VINAYAK VATSAL, Mathematics Vice President
DEANNA KREISEL, English Secretary
HUGH NEARY, Economics Treasurer

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SARIIKA BOSE, English Contract Faculty
ALAN DOYLE, Library Librarians & Archivists
JIM JOHNSON, Economics Okanagan Faculty
DORY NASON, First Nations & Indigenous Studies & English Status of Women
MARGARET WRIGHT, Social Work Membership Services & Grievance

Members-at-Large
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JENNIFER BERDAHL Sauder School of Business
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STEPHEN GUY-BRAY English
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VESNA SOSSI Physics & Astronomy

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ROBIN ROFF Senior Membership Services Officer
VALARIE NICKEL Membership Services Officer
SARAH HORNSTEIN Membership Services Officer
CHRISTINA HRABOWSKY Executive Assistant
CYNTHIA THOM Communications Coordinator

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Charmaine Gorrie
Catherine Douglas
Laila Ferreira

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Paula Farrar
Aletheia Greenwood
Mayu Ishida
Paul Joseph
Arielle Lomness
Aleha McCauley
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Merje Kuus
Kenny Kwok
Alex MacKay
Scott Mackenzie
Mark Mac Lean
Michael Pidwirny
Jaclyn Rea
Anthony Sheppard

Okanagan Faculty Committee:
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Robert Campbell
Diana Carter
Mosen Javdani
Karen Perry
John Wagner

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