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President’s Report

Bronwen Sprout, President

As you might imagine, the Faculty Association’s Executive Committee spent some time this past year discussing governance issues raised by the resignation of the Director of the Peter Wall Institute for Advanced Studies (PWIAS). We are pleased with the support we have received from CAUT on this matter, starting with the motion approved at the Fall CAUT Council for the CAUT Executive Director to work with the UBC Faculty Association to gather further information and report to the CAUT Academic Freedom and Tenure Committee. Following that motion, both the UBCFA and CAUT have written to President Ono to express our concerns raised by events leading up to the Director’s resignation and stressing that academic freedom be upheld and proper governing structures in place for the implementation of UBC’s strategic plan. Additionally, CAUT has urged UBC to review the PWIAS Deed of Trust and any other relevant donor agreements, so that they may be amended to align with principles of academic freedom and with UBC Policy 114 (Fundraising and Acceptance of Donations). We support CAUT’s recommendation and will continue to advocate for this review and for a wider review of the manner in which UBC donor funded programs are governed and operated.

In addition to their engagement on this and other issues, we also benefit from our membership in CAUT through our regular participation in conferences and other events. This past year various members of the Executive have taken part in events including Council and Parliament Hill Day (most recently, a chance to meet with MPs and advocate for restored balance in the copyright act and increased federal funding for post-secondary education), the Presidents Forum (which provides an opportunity for faculty association presidents to discuss key political and organizational challenges and priorities), the Aboriginal Academic Staff Conference, and the Harry Crowe Foundation’s recent conference on Free Speech on Campus.

The UBCFA has also been engaged in discussions about student evaluations of teaching and last fall wrote to the UBC Senate Academic Policy Committees calling for a review of UBC Policies on Student Evaluations of Teaching. A rapidly growing body of research literature shows that student evaluations of teaching do not provide reliable evidence of teaching effectiveness, and worse, are biased against faculty who are members of protected categories under the BC Human Rights Code. A recent Ontario arbitration decision offered the following direction to Ryerson University: “The collective agreement is to be amended to ensure that FCS [Faculty Course Survey] results are not used to measure teaching effectiveness for promotion or tenure.” In light of this decision and the mounting evidence, we called for the Senate Academic Policy Committees to review UBC policies on student evaluations of teaching and recommended that a revised policy not permit the use of student evaluations in any summative evaluation of teaching for any purpose. We feel strongly about this issue and have made it one of our bargaining proposals.

With the help of feedback submitted by our members, the Faculty Association responded to the University’s call for comments on the Proposed Amendments to Policy 3 (Discrimination and Harassment). As we note in our response, we are generally supportive of the University’s efforts to identify and clarify the roles of those involved, but concerned that the amendments further confuse the complaints process. As always, we appreciate the opportunity to provide feedback and look forward to continuing to engage with the University on this important policy.

UBC Okanagan continues to be a priority for the Faculty Association. I have made a number of visits to the Okanagan Campus and enjoyed meeting with members there to learn more about their workplace issues and experiences. Our Member Services Officers have a regular presence in the Okanagan so that members on that campus have direct access to this important service. Our Executive Director also regularly spends time on the Okanagan campus and our Member Services and Grievance Committee Chair has begun to hold meetings in alternate months via videoconference from the Faculty Association’s office in the Okanagan campus to ensure that members on both campuses have the opportunity to participate in the important work of the MSGC. I look forward to finding more opportunities to engage our members on that campus with the work of the Association.

In addition to these broader issues, administrative tasks associated with running the Association have also required attention. Chief among these was updating the Faculty Association’s Constitution and Bylaws, as presented to members at the Fall General Meeting. The changes to the Constitution and Bylaws were driven by
a legislative change to the Society Act, now called the Societies Act, that came into force on November 28, 2016 with a transition deadline of November 28, 2018. (Because the Faculty Association is a registered non-profit society – in addition to a trade union under the labour Relations Code – these changes were necessary to remain in compliance with the Act.) The Executive Committee presented motions regarding resolutions to become a member-funded society, to adopt a number of new bylaws, to complete the transition process, and to amend the Constitution. All four motions related to the proposed changes to our Constitution and Bylaws passed with the required three-quarters vote.

Negotiations between UBC and UBCFA to renew the Collective Agreement began in February 2019, although our preparations for bargaining started early in the Fall. As usual, in addition to our bargaining survey we also held many consultations with different groups of members on both campuses. I was able to join a number of these and was grateful for the opportunities to learn about the issues our members are facing. I encourage you to follow our bargaining blog for details on our proposals and to stay updated as discussions unfold. My thanks to the Chair of our Bargaining Preparation Committee, Liz Hodgson, and to the members of our bargaining team for their efforts.

As illustrated in the excellent work of our bargaining team, much of the work of the Faculty Association is carried out by committees and by members of the Executive.

Sarika Bose, the seemingly tireless Chair of our Contract Faculty committee, organized several events for Fair Employment Week, among other activities she organizes throughout the year. I enjoyed joining the lunches for contract faculty on both campuses and spending some time at the booth in the NEST. Thank you to Sarika and all who contributed to raising awareness of contract faculty working conditions.

The FA Executive Committee has recently struck a Communications Committee which is chaired by Vice President Alan Richardson. We want to ensure we are current and relevant in our communications with our members and are in the midst of developing policy and a plan to support this. In the meantime, we now have a twitter account! Please follow us at @FacultyUbc. I greatly appreciate Alan’s contributions to improving our communications. We’ve also made a number of updates and improvements to our website, including adding the terms of reference for our standing committees and detailed information about the grievance process.

I am grateful for the work of our Member Services and Grievance Committee, and the Chair of that committee, Scott MacKenzie. The MSGC has dealt with some difficult cases over the past year and Scott and the members of the committee have handled them with appropriate care. I thank our Treasurer, Doris Doudet, for her oversight of our financial matters and am pleased that our report demonstrates the continued good financial health of the Faculty Association. In addition to those I’ve named here, I thank all of my colleagues on the Executive for regularly engaging in dialogue and debate about the many issues facing our members.

And of course, none of this work could have been accomplished without the commitment and tremendous efforts of our exceptional Faculty Association staff and our Executive Director, Deena Rubuliak. Thank you!

Respectfully submitted,

Bronwen Sprout, President
The Contract Faculty Committee continues to work on building community among the many contract academics teaching at UBC.

Challenges

UBC’s 400+ contract academics continue to work tirelessly to support students in the classroom and beyond, despite having high teaching loads, or having to work at multiple campuses or at other part-time jobs to cobble together a living. The financial and general insecurity of these working conditions, as well as the unacknowledged emotional labour involved in the job of teaching and caring for students, are combining to increase significant physical and mental health challenges in our colleagues. As continuing status positions diminish, or conditions for continuing status become inaccessible, and previous avenues to job security are replaced by longer-term and less secure contracts, job precarity is rapidly increasing. Contract faculty members regularly report three areas of concern: exhaustion due to larger workloads required for the new longer-term contracts, a lack of work-life balance, and a phenomenon that is less quantifiable - dismissal and disrespect from tenured colleagues – which diminishes self-respect and motivation, and which ultimately harms the university community as a whole.

Responses

The Faculty Association has been working to provide more support for contract academics at this campus through bargaining, consultation with Membership Officers, and through continuing programs facilitated by the Contract Faculty Committee.

Community of Practice

The Contract Faculty Community of Practice is recognized by CTLT to be one of the most active Communities of Practice at UBC. Programs initiated by the Committee since 2014 continue to be offered. In partnership with CTLT, the Contract Faculty Community of Practice has offered several workshops during this academic year, including a workshop on Universal Design Learning, Inclusive Classroom Practices and Course Design, Balancing the Needs of Students and Instructors, Responding to Disclosures of Sexual Assault, and Wellbeing and First Year Writing, in addition to two marking workshops.

Monthly pub socials allow UBC’s Contract Faculty a venue for gathering together as a community.

Fair Employment Activities

The Committee also does several special events over the year. During Fair Employment Week in October, the Committee, other Contract Faculty, Member Services Officers and the President and the Vice-President of the Faculty Association hosted an information table in the NEST, which attracted many students and other members of the university to come, learn about Contract Faculty conditions, and to sign petition postcards, that were hand-delivered to the University President and the Provost. A letter signed by the Faculty

Sarika Bose at the FEW Fair Employment Booth 2018


Sarika Bose, Chair, Contract Faculty Committee
Association President and the Chair of the Contract Faculty Committee was also hand-delivered to the President’s office. Both the letter and the petition asked for serious consideration of the working and learning conditions of Contract Faculty and students. During Fair Employment Week, the Faculty Association hosted special member lunches in UBC-V and in UBC-V to bring together Contract Faculty members, Member Services Officers and members of the Executive Committee. The culminating event of the week was a joint pub social held by a Coalition of higher education campuses across the Lower Mainland. This was the 3rd solidarity event held by the Coalition, which not only includes individual associations like UBC, SFU, TSSU, Langara, and BCIT, but is also supported by the broader academic associations, CUFABC and FPSE. In April, this Coalition will hold its first Symposium.

Fifth Annual Contract Faculty Interdisciplinary Colloquium

In March, the Committee put on its 5th annual Contract Faculty Colloquium, which featured papers on autobiography and translation, plagiarism, King Lear, assessment in Engineering studies, microcredit in Bangladesh, land and ownership in Classical Rome, academics, trials and solidarity in Turkey, gendered expectations for instructors, first year students and peer review, and teaching strategies for undergraduate Chinese courses.

UBC will be hosting the Congress for the Humanities and the Social Sciences in June. The Contract Faculty Committee worked hard to put together an application for a Subvention, and is happy to report success in obtaining a small grant to organize a day of papers and panels on pedagogical and other disciplinary subjects, as well as on labour. Special guests will include academics from Alberta and Ontario who are currently serving on the CAUT CAS Committee. This event is also being generously supported by the Faculty Associations of SFU and UBC.

Work of the Chair

The Chair was invited to present at a keynote panel at COCAL (Coalition for Contract Academic Labour in Canada, the US and Mexico) in San Jose, California, in August of 2018. Her paper focused on some of the work that can be done alongside bargaining, in order to support the working lives and the possibility for improving their conditions through professional development and solidarity. This was the Chair’s second presentation at a COCAL Conference.

In the second year of her position as Chair of CAUT’s CAS Committee, the UBCFA Contract Faculty Committee Chair has attended regular meetings of the CAUT Executive in Ottawa, working on the Fair Employment campaign (which features her on campaign posters and a publicity video), on policy statements and bargaining advisories, and on general issues brought to the attention of the committees. A new stage of the work on behalf of Contract Faculty was begun this year through the publications of survey results, an arbitration ruling against the use of anonymous student evaluations, an expansion of Fair Employment Week to a full year “Make it Fair” campaign and more resources from CAUT for Contract Faculty across Canada. Several major national surveys on Contract Academics across Canada and the US were published in the fall of 2018, finding that Canada’s academic sector now employed more than 50% of its academics on precarious contracts (e.g. “Contract U”, by the Canadian Centre for Policy Alternatives). CAUT’s survey (“Out of the Shadows”), for example, found that 45% of academics employed on precarious contracts would be unable to pay their bills without these contracts, and also noted that only 4% of Contract Academics strongly agreed that their contributions to their institutions were recognized, and 9% strongly agreed they felt supported at the institutions where they taught. This is despite 67% of contract academics working on unpaid scholarly research. The release of these surveys, along with a highly publicized book on “Non-Regular” academics, has led to enough media interest that members of the general public have asked questions. The Chair of the Committee was asked to speak to several journalists from journals and papers that ranged from
Times Higher Education, Physics Today, The Toronto Star, CAUT Bulletin and student papers such as The Ubyssey. In the early summer of 2018, a ground-breaking arbitration ruling was made by Justice Kaplan against the use of anonymous student opinion surveys for promotion and tenure at Ryerson University. This was based on the findings of several studies, which concluded these types of unsigned, personal opinion-based evaluations of experts by non-experts provided unacceptable data for evaluation of professional work.

University employers have taken note of these developments, and are working on ways to manage the poor publicity, rather than the core of the problem itself. For example, on October 12, 2018, a coalition of university employment lawyers (Sherrard Kuz; Hicks Morley), the College Employer Council, and Faculty Bargaining Services held a one-day Forum in Toronto on Contract Academic Staff, with sessions that reviewed “the union narrative” and “contract academic staff and the university business model”, before asking the core question: “Is it acceptable to engage in deliberately precarious employment or do we agree with the union exploitation proposition?”

At the annual Parliament Hill lobby Day in November 2018, the Chair was able to present arguments to MPs – including the former Justice Minister – in their offices on Parliament Hill, outlining the increasing precariousness of the academic sector, its effect on the greater economy, the human rights aspects of financial insecurity and the ageism inherent in university restructuring programs, the harm to students from the insecurity of employment (and thus, access to mentorship and scholarly research) and the significant mental health issues that arise from the overall destabilization of the academic sector.

The Committee Chair thanks the Contract Faculty Committee for their work on this year’s initiatives, special events and continuing programs. The Contract Faculty Committee is grateful for the support of the Faculty Association, and especially for the hard work of the Member Services Officers, the Executive Director and the Staff.

Respectfully submitted,
Sarika Bose, Chair
Committee Meetings and Issues Raised:

In fall 2019, I called on interested members identified in the prior year to convene our committee. I hosted an initial lunch meeting to identify key issues the committee members wanted to address. In that meeting, the following issues were raised as areas to be further explored by the committee.

Mentorship regarding advancing women/racialized faculty into administrative roles & committee assignments of note.

- Gender pay equity/New Hire support (negotiating time off/course release/salaries)
- Educational Leadership stream: SEdT gender/racial bias as well as gendered nature of labour in this stream
- Teaching loads and gender parity (who teaches what and how many students)
- Maternity leave and supports for pre-leave and returning parents
- Maternity leave and Merit upon return
- Elder care supports/leave
- Workload policies attending to women and racialized faculty issues
- Identifying information and research around time to promotion for women faculty

Following our November meeting, we met with Bargaining Prep Committee Chair Liz Hodgson to identify issues for the bargaining team to consider, many of which are part of the list above.

In our spring meeting, we discussed our next steps and priorities as a group. While many of the issues identified above continued to be a priority, we felt we needed a more comprehensive sense of membership needs. As such, the committee rested on drafting a Status of Women survey to be distributed to all women members. This survey will be conducted in the upcoming year and will be the basis for committee plans for events, symposia and/ or workshops in 2019/20.

Finally, it was decided that we will be seeking to reinvigorate some form of a mentorship program for women faculty as the group identified this need at all levels of rank.

Committee Service and Consultations:

In the 2018/2019 year, I served on the advisory committee for the VP Strategic Implementation Committee on Equity and Diversity. I also continued to serve on the Data 2.0 Pay Equity Committee which issued its findings in January. In the report, the general conclusion was no gender penalty reappeared following the 2% adjustment in 2010. I also consulted with Minelle Mahtani, who was appointed in the summer of 2018 as the new Senior Adviser to the Provost on Racialized Faculty.

Respectfully submitted,
Dory Nason, Chair
The Librarians and Archivists Committee provides an important forum for our members to come together and discuss issues of importance to our work and the workplace. It is also a forum for Librarians and Archivists to engage with our colleagues and provides 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.

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. Librarians and Archivists are highly motivated to play a role in collegial governance and help the UBC Library manage an era of increasing technical and operational change. To that end a working group has begun developing terms of reference for a Librarian’s Council. The Council will create a space for Librarians and Archivists to discuss professional issues, as well as weigh in on issues that effect the Library as a whole. The University Librarian Susan Parker has expressed support for such a body and we hope to have it form a part of the collegial governance structure of the Library moving forward. The full Librarian Council will hold its first meeting in the Fall of 2019. Although intended to eventually be a forum for Librarians and Archivists in Vancouver and Kelowna it will begin as a forum at Vancouver campus, although colleagues from UBCO are always welcome and encouraged to attend.

At Committee meetings, we discussed several workplace issues affecting Librarians and Archivists including, study leave, maternity leave 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, including bargaining issues.

In October I went to UBCO with members of the Executive to discuss issues related to Collective Bargaining. A good discussion was had and the particular concerns of the UBC Okanagan Librarians and Archivists was heard by Executive. These meetings are always informative for me as Chair and I always want to hear more about how the FA LAC can better serve the UBCO members.

This year we welcomed two new members to the committee Stephanie Savage and Adolfo Tarango. They join the existing 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

Koerner Library
Spring 2018
The Member 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 and by proactively raising issues with the Executive Committee that arise through Committee discussions.

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 Member Services and Grievance Committee is composed of members from across both campuses in various ranks and disciplines. We seek to have wide representation on this committee so that we can maintain a collegial dialogue on how best to resolve issues that are brought to our attention. Thanks in large part to work undertaken under the previous committee chair, Margaret Wright, the Committee represents a diversity of individuals, including Librarians, contract faculty, and members working at UBCO. We recently put out a call to the Okanagan membership, seeking additional members for the committee and have added one new committee member as a result. In an effort to continue to foster the inclusion of members working at the Okanagan campus, the executive director and I have begun hosting MSGC meetings in Kelowna.

The MSGC meets monthly to review the range of issues confronting the membership. Matters upon which the committee deliberates include 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 assists with oversight when members are complainants or respondents in investigations pursuant to the relatively new sexual assault and other sexual misconduct policy.

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. Occasionally, the MSGC also recommends 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 or where an issue has been brought to their attention by the membership more broadly.

The Membership Services Officers (“MSOs”), are at the forefront of the Committee’s work. In the past year, the Association worked on approximately 300 calls 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. The MSOs have, and continue to, work very hard on behalf of the membership. We should all be grateful to have such skilled and dedicated professionals helping to defend and improve the conditions under which we work.

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 to 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 successfully resolve matters prior to the hearing dates.

We attended two arbitration hearings over the summer, one concerning the timing of the implementation of the newly negotiated language on lecturers, and the other concerning an interpretation of Part 7, Conditions of Appointment for Sessional Lecturers. Although we met formally with the arbitrator on the grievance involving the implementation of the Lecturer language, the parties were ultimately able to resolve the matter after the first day of the arbitration through a mediation process. We were not successful in arguing that grad students and external candidates must compete with other sessional lecturers for an initial course assignment as the arbitrator found that the language did not support our interpretation. We therefore referred the matter to the bargaining preparation committee so that we can continue to work to improve the working lives and job security of our sessional lecturers.

At the time of writing this report, we have four grievances that have been referred to a hearing. One concerns whether or not associate deans can participate as colleagues in their home departments and vote on appointment, reappointment, tenure and promotion matters. The Association is arguing that having been excluded from bargaining unit membership under Appendix A of the Collective Agreement, they are not eligible as they have been deemed as management and therefore are not eligible for membership struck pursuant to the language of the Collective Agreement.

This arbitration will take place in October. The second hearing concerns whether the University can put a Lecturers through the “excellence test” that is contemplated in Part 4, Article 202 (a) once or whether it is a review that is required following the conclusion of every contract. The Faculty Association contends that the language stipulates that upon the demonstration of excellence in teaching, the member has the presumptive right to work where the work remains available. The University is of the view that they are entitled to review lecturers at the end of every contract and decide, on the basis of that review, whether they will be offered another contract. This hearing will take place in September.

As always, academic freedom is a matter of paramount importance to the Association, as it is to all of the FA’s membership, and the MSGC has continued to work on facilitating and safeguarding academic freedom for members as they undertake their scholarly work and duties. After filing a grievance, in June of 2018, on behalf of a member who was threatened with legal action for scholarly publication that was construed as defamatory by an external party, we were able, through filling a grievance, to ensure that the member was indemnified by the University. Our discussions with the University on this grievance are ongoing as we seek assurances from the University that all members will be indemnified for employment activities undertaken reasonably, responsibly, and in good faith. We recognize that our members are overwhelmingly invested in pursuing responsible and ethical enquiry and critique and that the forums in which this work takes place are evolving rapidly. As the Collective Agreement clearly sets out, scholarly activities, including teaching and other related activities are central to the scope of employment for UBC faculty and it is in the interests of all members and the University to ensure that those activities are facilitated and defended. This is in keeping with the University’s positive obligation to support and defend academic freedom. While we are hopeful we will resolve this matter with the University, we are now filing for arbitration.

Lastly, we have an outstanding grievance regarding how the Library processed vacation for Librarians and Archivists. We recently filed for arbitration and are currently in the process of selecting the arbitrator.
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 have also been monitoring the new grievance language to ensure that both parties are processing grievances and complaints in a timely way. After undertaking a self-study during the last annual cycle, we have updated our website and policies, and we continue to strive to ensure member services are of the highest calibre. We added a new FAQ to our website to assist members in understanding labour relations processes and how the FA can support them in any workplace matters.

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. I wish to thank the staff for their steadfast and energetic efforts on behalf of the membership.

I’d like to thank my predecessor as Chair of the MSGC, Margaret Wright for her many years of dedication to serving her colleagues through her work on the MSGC. I had the pleasure of serving as a committee member under her leadership. I also want to acknowledge that the description of the functions and activities of the MSGC was composed by Dr. Margaret Wright, who granted me permission to use her work. Finally, 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,
Scott MacKenzie
Okanagan Faculty Committee Report

James Johnson, Chair, Okanagan Faculty Committee

The role of the Okanagan Faculty Committee, and the roles of the Chair and Vice-chairs of the Okanagan Faculty Committee has changed over time. When I was first elected as Chair the Committee was a committee of the whole, comprising all members in the Okanagan. As such it was, at least to a degree, a chapter of the Faculty Association. This had the advantage that the membership in the Okanagan as a whole could make its voice heard through meeting of the OFC or through electronic votes. In the early days at least one Memorandum of Agreement that only affected the Okanagan members was voted on only by Okanagan members.

At that time one of the responsibilities of the Chair was to serve on the Executive Committee, and the two vice-chairs who were elected also had guaranteed positions on key faculty Association committees. One on the Bargaining Preparation Committee (BPC) and one on the Member Services and Grievance Committees (MSGC), respectively. Thus, one of the implications of the initial structure of the OFC was that the members in the Okanagan got to elect who would represent them on these three key committees.

As a result of changes to the constitution and bylaws in April 2013, the OFC became a standing committee of the union. The Chair still has a spot on the Executive Committee, but the vice-chairs no longer have guaranteed spots on the union-wide committees. Instead, under the terms of reference of the OFC, they normally volunteer to serve on the MSGC, but they can elect to provide extra service in other ways, like dealing with health and safety, or serving on other union-wide committees, even possibly on the Executive Committee as an elected member at large. There is a certain logic to the new bylaws, but it does mean that members in the Okanagan no longer get to elect members to the MSGC. Instead they have to rely on the Executive Committee to appoint the vice-chairs who the Okanagan members have elected, which the Executive Committee sometimes declines to do. All members on the Okanagan campus are entitled to volunteer to serve on Association standing committees, including the MSGC.

The change also means the Chair of the OFC, in addition to serving on the Executive Committee, has a standing committee to run, a committee whose job it is to:

- review the effects of the Collective Agreement on UBCO faculty members;

- to do research on the status of UBCO members with respect to terms and conditions of employment;

- to examine circumstances, issues and policies related to members at the Okanagan campus;

- to assist in implementing the Collective Agreement in respect of members employed at the Okanagan campus and, importantly;

- to communicate with faculty at the Okanagan Campus through articles in relevant union newsletters or by other means.

In the past year the OFC has had two major priorities. First, to improve communication with members, which had completely died out when the Faculty Association stopped publishing an Okanagan newsletter. Second, to conduct a survey of members in the Okanagan to find out how they felt about the quality of service that the Faculty Association was providing. For various reasons, neither of these priorities have been achieved.

I decided early on in this past year not to seek re-election as Chair of the OFC, consequently this is my last annual report as Chair of the OFC. It has been an honour and privilege to have been given the opportunity to serve the members in the Okanagan.

Respectfully submitted,
Jim Johnson
Treasurer’s Report 2018

Doris Doudet, Treasurer

The audited financial statements for 2018 and the 2019 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2018 are shown, as is the planned budget for 2019 (NB: dollars in thousands).

- Membership dues were underestimated in the 2018 budget by $33.5 (line 2). The income from dues is hard to predict from one year to the next due to the fluctuations in employees (new hikes, retirements, members who go onto long term disability) and negotiated salary increases.

- Total expenses were under budget by $228.5 (line 40). The more-than-budgeted $162.4 in Legal fees and Grievance related expenditures in 2018 (line 14) was partially offset by the unused funds for Collective Bargaining legal expenses ($50.0; line 15) and was also offset by the $15.0 awarded to the Association from the Galloway arbitration. Other factors which contributed to the surplus includes the timing of the usage of release time ($128.0 line 32), staff salaries owing to a delay in hiring a new membership services officer and turnover savings due to the resignation of the Executive Assistant ($100.6; line 33). We did not hold a planned conference on the Okanagan Campus resulting in $23.2 in unused funds (line 17) and there were also savings in office and IT expenses ($9.9; line 23).

- The total surplus accrued in 2018 was $415.6 which exceeded the budget by $260.6 (line 42). A total of $242.5 was transferred to the Legal Reserve Fund.

Notable budget items include:

- Actual membership dues collected in 2018 were $2,976.5. The budgeted level of dues for 2019 is $3,031.0.

- The budget estimated a need of $660.0 for Legal Fees in 2018 but as the actual amount spent was $822.4, a precautionary estimate of $750.0 for Legal Fees is included in the 2019 budget.

- In total, the 2019 budget allows $1,174.5 in Service to Members Expenses, a net increase of $380.5 over the amount budgeted for 2018 (line 19). This is due, in part, to a $350.0 amount for Collective Bargaining to provide for legal and financial expertise related to contract negotiations. We decreased the line item for Member Seminars/Annual General Meetings (line 16) by $10.0 as we consolidated our budget lines and shifted some expenses we felt were better categorized as Special Events under line 17.

- Operational Expenses, were almost $8.0 under budget. The budgeted amount for 2019 is $190.5, i.e. an increase in $21.2 to reflect the increase in insurance (line 24) and shifting of funds to travel and conference fees (line 22) to reflect travel for Bargaining and increase in events with UBCO. The unused donation funds from 2018 ($5.0) was transferred to the CAUT’s Academic Freedom Fund pursuant to our Donations policy in 2019. This will be reflected in 2019 budget.

- Human Resource Expenses in 2018 came in under budget by $128.0. $1,151.0 is budgeted for 2019, compared with $1,125.6 for 2018 (line 38). This is due to a planned hire of a new membership services officer, and a likely wage increase for Association staff.

- The 2019 budget calls for a net deficit of $208.5(line 42), which will be covered by savings in the General Reserve Operating fund.

Respectfully submitted,
Doris Doudet, Treasurer
# UBC Faculty Association 2018 Budget Comparison

## Budget 2018 to Actual Audited 2018 & 2019 Approved Budget

<table>
<thead>
<tr>
<th>Line #</th>
<th>Description</th>
<th>2018 Budget</th>
<th>2018 Audited</th>
<th>Over/(Under)</th>
<th>2019 BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Membership dues</td>
<td>3,010,000.00</td>
<td>2,976,532.00</td>
<td>(33,468.00)</td>
<td>3,031,000.00</td>
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<tr>
<td>3</td>
<td>Interest Income</td>
<td>2,000.00</td>
<td>67,560.00</td>
<td>65,560.00</td>
<td>1,500.00</td>
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<tr>
<td>4</td>
<td>Miscellaneous Revenue</td>
<td>(4,162.00)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td><strong>TOTAL REVENUE</strong></td>
<td>3,012,000.00</td>
<td>3,039,930.00</td>
<td>32,092.00</td>
<td>3,032,500.00</td>
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<tr>
<td>6</td>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td><strong>Membership Expenses:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>CAUT Dues</td>
<td>510,000.00</td>
<td>503,908.00</td>
<td>(6,092.00)</td>
<td>485,000.00</td>
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<tr>
<td>9</td>
<td>CUFA-BC Dues</td>
<td>240,000.00</td>
<td>237,963.00</td>
<td>(2,037.00)</td>
<td>240,000.00</td>
</tr>
<tr>
<td>10</td>
<td><strong>Subtotal Membership Expenses</strong></td>
<td>750,000.00</td>
<td>741,871.00</td>
<td>(8,129.00)</td>
<td>725,000.00</td>
</tr>
<tr>
<td>11</td>
<td><strong>Service to Members Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Legal Fees and Grievance/Arbitration Related Expenses</td>
<td>660,000.00</td>
<td>822,430.00</td>
<td>162,430.00</td>
<td>750,000.00</td>
</tr>
<tr>
<td>13</td>
<td>Collective Bargaining Interest Arbitration Legal and Exp.</td>
<td>50,000.00</td>
<td>-</td>
<td>(50,000.00)</td>
<td>350,000.00</td>
</tr>
<tr>
<td>14</td>
<td>Member Seminars/AGM &amp; FGM/Consults/Education/Commun</td>
<td>19,000.00</td>
<td>6,160.00</td>
<td>(12,840.00)</td>
<td>9,500.00</td>
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<tr>
<td>15</td>
<td>Special Events</td>
<td>45,000.00</td>
<td>21,807.00</td>
<td>(23,193.00)</td>
<td>45,000.00</td>
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<tr>
<td>16</td>
<td>Standing Committee and Meeting Expenses</td>
<td>20,000.00</td>
<td>1,555.00</td>
<td>(18,445.00)</td>
<td>20,000.00</td>
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<tr>
<td>17</td>
<td><strong>Subtotal Service to Members Expenses</strong></td>
<td>794,000.00</td>
<td>851,952.00</td>
<td>57,952.00</td>
<td>1,174,500.00</td>
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<tr>
<td>18</td>
<td><strong>Operational Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19</td>
<td>Travel and Conference Fees</td>
<td>100,000.00</td>
<td>99,031.00</td>
<td>(969.00)</td>
<td>120,000.00</td>
</tr>
<tr>
<td>20</td>
<td>Office Expenses including IT Tech Services</td>
<td>40,000.00</td>
<td>49,864.00</td>
<td>9,864.00</td>
<td>40,000.00</td>
</tr>
<tr>
<td>21</td>
<td>Insurance</td>
<td>2,300.00</td>
<td>2,167.00</td>
<td>(133.00)</td>
<td>7,500.00</td>
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<tr>
<td>22</td>
<td>Donations</td>
<td>5,000.00</td>
<td>-</td>
<td>(5,000.00)</td>
<td>5,000.00</td>
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<tr>
<td>23</td>
<td>Auditors Fees</td>
<td>10,000.00</td>
<td>10,500.00</td>
<td>500.00</td>
<td>10,000.00</td>
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<tr>
<td>24</td>
<td>Asset Purchases-Equipment</td>
<td>10,000.00</td>
<td>-</td>
<td>(10,000.00)</td>
<td>6,000.00</td>
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<tr>
<td>25</td>
<td>Leasehold Improvements</td>
<td>2,000.00</td>
<td>-</td>
<td>(2,000.00)</td>
<td>2,000.00</td>
</tr>
<tr>
<td>26</td>
<td><strong>Subtotal Operational Expenses</strong></td>
<td>169,300.00</td>
<td>161,562.00</td>
<td>(7,738.00)</td>
<td>190,500.00</td>
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<tr>
<td>27</td>
<td><strong>Human Resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28</td>
<td>Release Time</td>
<td>250,713.00</td>
<td>122,713.00</td>
<td>(128,000.00)</td>
<td>250,000.00</td>
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<tr>
<td>29</td>
<td>Staff Salaries</td>
<td>714,271.00</td>
<td>613,674.00</td>
<td>(100,597.00)</td>
<td>728,556.00</td>
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<tr>
<td>30</td>
<td>Staff Benefits - Taxes, PDF</td>
<td>140,588.00</td>
<td>115,933.00</td>
<td>(24,655.00)</td>
<td>145,000.00</td>
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<tr>
<td>31</td>
<td>Contract Office Support/Recruiting</td>
<td>10,000.00</td>
<td>301.00</td>
<td>(9,699.00)</td>
<td>10,000.00</td>
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<tr>
<td>32</td>
<td>Staff Training</td>
<td>5,000.00</td>
<td>2,365.00</td>
<td>(2,635.00)</td>
<td>7,500.00</td>
</tr>
<tr>
<td>33</td>
<td>Executive Ctte- Prof. Development</td>
<td>5,000.00</td>
<td>-</td>
<td>(5,000.00)</td>
<td>10,000.00</td>
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<tr>
<td>34</td>
<td><strong>Subtotal Human Resources</strong></td>
<td>1,125,572.00</td>
<td>854,986.00</td>
<td>(270,586.00)</td>
<td>1,151,056.00</td>
</tr>
<tr>
<td>35</td>
<td><strong>TOTAL EXPENSES</strong></td>
<td>2,838,872.00</td>
<td>2,610,371.00</td>
<td>(228,501.00)</td>
<td>3,241,056.00</td>
</tr>
<tr>
<td>36</td>
<td>Less Amortization</td>
<td></td>
<td>13,911.00</td>
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<tr>
<td>37</td>
<td><strong>SURPLUS (LOSS)</strong></td>
<td>173,128.00</td>
<td>415,648.00</td>
<td>260,593.00</td>
<td>(208,556.00)</td>
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<tr>
<td>38</td>
<td><strong>Transfer of Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39</td>
<td>Legal Reserve Fund</td>
<td>173,128.00</td>
<td>415,648.00</td>
<td>242,520.00</td>
<td></td>
</tr>
<tr>
<td>40</td>
<td><strong>TOTAL TRANSFER OF FUNDS</strong></td>
<td>173,128.00</td>
<td>415,648.00</td>
<td>242,520.00</td>
<td></td>
</tr>
</tbody>
</table>
## 2018 - 2019 UBCFA Executive Committee

### Officers
- BRONWEN SPROUT, Library
  - President
- ALAN RICHARDSON, Philosophy
  - Vice President
- KAREN SMITH, Microbiology & Immunology
  - Secretary
- DORIS DOUDET, Neurology
  - Treasurer

### Standing Committee Chairs
- SARIKA BOSE, English
  - Contract Faculty
- ALAN DOYLE, Library
  - Librarians & Archivists
- JIM JOHNSON, Economics
  - Okanagan Faculty
- SCOTT MACKENZIE, English
  - Membership Services & Grievance
- DORY NASON, First Nations & Indigenous Studies & English
  - Status of Women

### Members-at-Large
- JENNIFER BERDAHL
  - Sauder School of Business
- SHIRLEY CHAU
  - Social Work
- MEGHAN CORELLA
  - Education
- STEPHEN GUY-BRAY
  - English
- NANCY LANGTON
  - Sauder School of Business

### UBCFA Staff
- DEENA RUBULIAK
  - Executive Director
- ROBIN ROFF
  - Senior Membership Services Officer
- VALARIE NICKEL
  - Membership Services Officer
- SARAH HORNSTEIN
  - Membership Services Officer
- CHRISTINA HRABOWSKY/ JAN GUNN
  - Executive Assistant
- CYNTHIA THOM
  - Communications Coordinator

## 2018 - 2019 UBCFA Committee Members

### Contract Faculty Committee:
- Sarika Bose, Chair
- Charmaine Gorrie
- Laila Ferreira
- Jennifer Gagnon
- Catherine Douglas

### Librarians & Archivists Committee:
- Alan Doyle, Chair
- Kim Buschert
- Paula Farrar
- Aleteia Greenwood
- Mayu Ishida
- Paul Joseph
- Arielle Lomness
- Aleha McCauley
- Julie Mitchell
- Stephanie Savage
- Christina Sylka
- Adolfo Tarango
- Barbara Towell
- Irena Trebic
- George Tsakos

### Member Services and Grievance Committee:
- Scott MacKenzie, Chair
- Sunita Chowrira
- Andrew Churg
- Laurie Ford
- Jennifer Gustar
- Judy Illes
- Kenny Kwok
- Zheng Liu
- Alex MacKay
- Evan Mauro
- Lorrie Miller
- Stephen O’Leary
- Susan Paterson
- Jaclyn Rae
- Simon Rabkin
- Alan Richardson
- Anthony Sheppard
- Timothy Taylor
- May Ver

### Okanagan Faculty Committee:
- Jim Johnson (Chair)
- Michael Pidwirny (1st Vice Chair)
- Robert Campbell
- Diana Carter
- Mosen Javdani
- Karen Perry
- John Wagner