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2020 marks the 100th year anniversary of the UBC Faculty Association: on October 29th, 1920, thirty-four of the University's fifty-eight faculty members formed an Association for the purpose of increasing salaries. In the following year, after the first round of collective bargaining between the Faculty Association and the University, salaries were raised more than thirty percent. Many successes and notable gains have followed in the one hundred years since. To mark this significant anniversary, the Association has begun planning special events and publications to celebrate and commemorate our history over the course of the year; look for invitations and more information to come.

Much of the Faculty Association’s efforts this past year were spent on bargaining, and those efforts have paid off (albeit not in line with the increase that faculty received in the 1921 round) as the Parties have recently ratified a new Collective Agreement, effective July 1st 2019 – June 30, 2022. My thanks to our bargaining team for their hard work on reaching this agreement. In addition to a general wage increase, the new language in the CA contains many improvements, including increased professional development funds, professional development leaves for lecturers, an increase in the minimum scales for sessional lecturers, and improved workload language, among others. Although the Parties were able to reach agreement on many issues, we were not able to come to an agreement regarding the use of student evaluations of teaching; the FA will to continue to advocate in other forums that SEoTs not be used for summative purposes.

In addition to bargaining, the Faculty Association has dealt with a number of important grievances and other issues that affect the membership this past year. We were involved in an arbitration hearing regarding whether the Associate Deans, whom the parties have agreed are excluded from the bargaining unit – as administrators – can access bargaining unit rights or participate in processes beyond where roles have been expressly negotiated for excluded academic administrators in the Collective Agreement. Specifically, the arbitrator was asked to rule as to whether Associate Deans can participate in bargaining unit processes related to appointment, reappointment, promotion and tenure set out under Part 4, Article 5 of the Collective Agreement. We expect to have a decision sometime this spring/summer.

Another grievance matter (which the Executive Committee voted unanimously to send to an arbitration hearing) concerns the indemnification of members who are named in a legal action such as human rights, defamation, or other civil action as a result of their work for the University. Last year the Faculty Association had a series of communications with the University about this and believed we had effectively resolved the matter, but were later informed in writing that the University accepted the settlement only in part. Furthermore, we learned that the Office of University Counsel has unilaterally reduced the scope of coverage, a matter which was negotiated and agreed to between the parties in 2012. The Association has therefore expanded the grievance to include the scope of coverage. Discussions with the University on the matter are ongoing, but in the meantime, we have agreed on an arbitrator and hope to have the matter resolved one way or another with a hearing scheduled for next year.
The Faculty Association Executive Committee recommended another round of updates to our Constitution and Bylaws in 2019, which were ultimately approved by the membership with the required three-quarters vote. These changes were made in response to concerns we had heard from members when we brought our Bylaws into compliance with the Societies Act in Fall 2018, as well as a review of good practice for association bylaws more generally.

A number of substantive changes were made in relation to members of the Executive Committee, including that a candidate for President have prior service as a member of the Executive (to ensure familiarity with the work and responsibilities of that committee), and that a candidate for Chair, Member Services and Grievance Committee have prior service on that Committee due to the important labour relations functions of that position. We also introduced term limits for the President, Vice President, and Chairs of Standing Committees (to ensure that the Association continues to bring new perspectives to the work of the Executive), a provision for removal of a Director for cause, and for filling vacancies on the Executive between elections. The rest of the changes were in relation to membership engagement and/or intended to improve the operations of general meetings, including lowering the threshold for member resolutions, reducing the time the Association needs to wait to see if quorum is achieved at general meetings, and lowering quorum for membership meetings (to address the Societies Act requirement that a subsequent meeting be held if quorum is not met). As always, any proposed changes to the operations of the Association via bylaw changes, as well as any member resolutions that meet the required threshold, will continue to be voted on by the whole of the membership electronically after any general meetings where these matters will be presented and discussed.

In addition to regular visits to UBC Okanagan, members of the Executive Committee represented the Faculty Association in a number of meetings and events over the course of the year. We supported our colleagues at UNBC by joining them on the picket line in Prince George, BC when they were on strike in November 2019. We attended a number of CAUT events, including Spring and Fall Councils, the “Organizing for Equity” conference, the Librarians and Archivists Conference “Navigating the Reorganization” (all in Ottawa), and the CAUT Western Regionals Conference at the University of Regina. We also took part in CUFA BC Council meetings.

I’ve already mentioned the excellent work done by our bargaining team, several of whom also participated in bargaining a new contract with FA staff, who are members of BCUWU. In addition to bargaining, much of the work of the Faculty Association is carried out by committees and by members of the Executive.

I am grateful for the work of our Member Services and Grievance Committee, and the Chair(s) of that committee this past year. Kenny Kwok chaired the MSGC in 2019 until his retirement in December of that year. We owe a debt of gratitude to Kenny, who served the Association in various capacities for over 15 years. Timothy Taylor, a member of the MSGC, agreed to be appointed by the Executive to fulfill the remainder of the term after Kenny’s retirement and was acclaimed to the position in this year’s Executive election. The MSGC has dealt with some difficult cases over the past year and our committee members have handled these matters with appropriate care and attention as they made decisions or made recommendations to the Executive Committee.

The Executive Committee has recently established an ad-hoc committee on collegial governance, chaired by Vice President Alan Richardson. This committee, consisting of Executive
and general members, will investigate matters related to collegial governance, trends at UBC and across the country, and make a recommendation to the Executive Committee on how the FA might better engage with UBC on both policy and other areas of engagement and consultation with faculty. I look forward to seeing the outcomes of this Committee’s work and appreciate Alan’s efforts in chairing this as well as our newly formed ad-hoc Communications Committee.

Sarika Bose, Chair of the FA’s Contract Faculty committee, once again organized several events for Fair Employment Week as well as other activities throughout the year. Thank you to Sarika and all who contributed to raising awareness of contract faculty working conditions.

The Executive appointed Ali McManus (who was acclaimed as Okanagan Faculty Committee First Vice-Chair), as chair of the OFC after the incoming chair was appointed Dean pro tem. Shirley Chau, a member-at-large on the FA Executive and Second Vice-Chair of the OFC, agreed to act as “co-chair” with Ali. Thank you to Ali and Shirley for your willingness to serve in these interim roles.

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. At the time of this report, our members have just begun to contend with the many disruptions to their work and workplace that have come about as a result of COVID-19. In addition to navigating the rapid switch to remote instruction, members are facing disruptions to their study leave plans and promotion and tenure timelines, and asking questions about compensation for additional work by contract faculty and about the use of student evaluations of teaching, among others. At this time of crisis, the FA plays a crucial role in negotiating agreements with the University that will help to alleviate the effects of these disruptions. Members can be confident that in times of crisis as in times of relative calm, the Executive Director and staff of the Faculty Association, with guidance from the FA Executive, are committed to promoting the interests of faculty and solving your workplace issues skilfully, knowledgeably, and compassionately. My sincere thanks to all of you.

Respectfully submitted,
Bronwen Sprout
President
Contract Faculty Committee Report
Sarika Bose, Chair, Contract Faculty Committee

The Contract Faculty Committee has been active in organizing and hosting several events and will be working on initiatives such as an orientation booklet for new contract faculty.

Summer 2019

Contract Faculty events did not end in April of 2019, due to a special event at UBC. In June of 2019, UBC hosted the Congress of the Humanities and Social Sciences, bringing in close to 10,000 scholars from across Canada. Thanks to a special subvention from Congress, the Contract Faculty Committee was able to organize a special one-day symposium, entitled “Invisible to Visible”, to highlight the work of Contract Faculty through a series of labour panels, academic papers and pedagogical workshops. Guest panelists from Nipissing and the University of Calgary presented at the labour panels; these speakers are also members of CAUT’s CAS Committee, of which the UBCFA Contract Faculty Committee Chair is also the Chair. The symposium was introduced by Dr. Eric Eich, Vice-Provost of UBC, by Bronwen Sprout, President of UBC’s Faculty Association, and by George Davison, President of B.C.’s Federation of Post-Secondary Education (FPSE). Along with UBC contract faculty colleagues, senior tenured colleagues from UBC and elsewhere, librarians, and some CAUT staff, attendees included Dr. Laura Moss, the Convener of Congress, and Dr. Andrew Szeri, UBC’s Provost. The opportunity to present the range of contract faculty contributions to the Academy at such a large event was a special privilege, and worked towards our continuing goal to make contract faculty and their work more visible to the rest of the Academy.

September 2019-February 2020

The 2019-2020 academic year continued many of the activities that have been established over the last several years. In July and August, the Chair worked with CTLT staff to organize the Contract Faculty Community of Practice’s monthly pedagogical workshops for the academic year – sessions included workshops on campus resources for teaching and other supports, advising services, marking parties, student motivation and student assessment. Fair Employment Week, a week of events to raise awareness of contract faculty work on academic campuses, and usually held in the third week of October, was moved forward to take place in the week before the Federal Election, which made it challenging for some associations in Canada to put together events for the week. However, UBC was organized well in advance, and was thus able to engage in posteraging, tabling and petitioning, as well as to host member lunches at both UBC-V and UBC-O. For the 4th year, UBC participated in the Joint Pub Social held with other Lower Mainland faculty associations as a culminating event of Fair Employment Week. The associations include both of SFU’s unions, BCIT, Kwantlen, and Langara, as well as FPSE.
Monthly pub socials allowed UBC’s contract faculty to share their stories with each other, and keep the lines open with the Faculty Association.

COVID Report

With the change of circumstances in the last third of the 2020 winter term, all meetings and events planned by the Contract Faculty Committee were cancelled. These included two pub socials, two Community of Practice sessions and what would have been the 6th annual Contract Faculty Colloquium, which was preparing to present a day of papers by UBC’s contract faculty on their research in their own disciplines and in pedagogy. The cancellation of all these events was a deep disappointment to our presenters from Asian Studies, Electrical Engineering, Microbiology, Vantage, History, German, English and Political Science.

As I write this, an important biennial conference of the Coalition for Contract Academic Labour is being cancelled. The shift to online teaching has been a particular challenge to contract faculty members for several reasons. Many teach the largest classes on campus, and/or classes with heavy assignment and grading loads. Many do not have up-to-date laptops or other technical resources at home, and have had to invest their own money from their already constrained funds, with little assurance of a quick reimbursement, or any reimbursement at all. Learning new technical tools and converting course materials from classroom and lecture notes to full-blown lectures and exercises online has been time-consuming well beyond their usual high workloads. Several contract faculty have felt the pressure to create online experiences intended to replace classroom experiences almost exactly. While some department leadership has been proactive in supporting contract faculty work, and reassuring about the use of student opinion surveys, this has not been universal. Many contract faculty members are being asked to allow significantly larger classes with the promise of TA help, but no possibility of merit or other remuneration for the larger class size or TA supervision. A further consideration is the situation of contract and tenured faculty with disabilities, as some of the accommodations possible on campus may not be possible in home offices.

The use of platforms such as Zoom and of synchronous online teaching have been questioned by experts, as in some webinars hosted by CAUT. The surveillance capabilities for administrators and possible hackers, the appropriation of intellectual property, the implications for privacy and safety for both students and faculty, and overall equity for those without access to adequate technology are all serious concerns for all faculty, but particularly contract faculty who rely on student opinion surveys and their own intellectual property for their living. The potential for course cancellations and corresponding job losses remains a serious concern.

Despite the many restrictions, contract faculty on campus have kept in touch through email and other platforms. Contract faculty are sharing resources and information about their current teaching situation.

I would like to thank the Faculty Association staff for their committed work on behalf of contract faculty members.

Respectfully submitted,

Sarika Bose
Chair
The Status of Women Committee convened a fall meeting in October where plans for conducting a series of small teas focused on the subject of Women & Leadership. These events would feature women who have served in UBCFA or the administration in leadership positions who would share their path to leadership and advice for women in the academy. The first tea was to feature Naznin Virji-Babul as the newly appointed Senior Advisor for Women and Gender-diverse faculty in the spring.

Committee members also continued to express interest in developing a survey on the status of women faculty at UBC. The committee chair and the executive director met with Dr. Virji-Babul to discuss possible collaborations on such a survey and to invite more dialogue between the committee and the new Senior Advisor.

In Spring 2020, covid-19 stalled any event planning as the committee’s attention turned to gathering information on the experiences women were facing due to the pandemic.

As Status of women Chair, Dory Nason served on the hiring committee for Dr. Virji Babul’s position in the fall of 2019. She also continued to represent the Committee on the VP Strategic Implementation Committee on Equity and Diversity. She also attended the CAUT equity conference in Feb 2020.

Respectfully submitted,

Dory Nason
Chair
The Faculty Association’s Librarians and Archivists Standing Committee (LAC) is an important forum for librarians/archivists from both UBC campuses to discuss issues of concern in a collegial and supportive setting.

As Chair I am honoured to work with such a group of committed professionals. The input of the committee was invaluable in helping the FA move forward on a number of issues of concern to librarians/archivists. Of course, being a bargaining year we discussed issues of importance, including workload language, the unique role of Heads within the Library, as well as clarifying how librarians/archivists are hired and confirmed. A number of substantive changes were included this round that the committee was very happy to see. The Bargaining Committee had the capable advice of Anne Olsen who will be taking over next year as Chair of the LAC. I know the LAC will have a great leader in Anne!

In addition to issues related to bargaining, the LAC continued to discuss collegial governance, and have continued down the road toward creating a Librarian Council which we feel will provide a forum for librarians/archivists to engage in all aspects of professional practice as well as governance issues in the UBC Library. It is expressly not a forum for labour relations.

Of course, there were many discussions and events that could not be engaged in this year due to Covid 19 but I am confident the LAC will continue to work for librarians/archivists on both campuses, and to work toward a stronger, more collegial UBC Library.

This year we welcomed two new members to the committee, Adolfo Tarango and Anne Olsen.

I would like to thank 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 Member Services and Grievance Committee ("MSGC") is responsible for overseeing the processing and resolution of complaints and grievances, and recommending for or against proceeding to arbitration on grievance files. 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 chairs Margaret Wright, the Committee represents a diversity of individuals representative of the membership.

The MSGC meets monthly with the professional labour relations staff of the Association (called Membership Service Officers or MSOs) to review and discuss issues confronting the membership. Where the MSGC and the professional staff identify trends on issues in individual case files or patterns of complaints regarding a workplace policy, process, or a violations of the language of the Collective Agreement, the MSGC may also recommend policy grievances to the Executive Committee.

The Membership Services Officers are on the frontline of the member services and grievance work. In the past year, the Association worked on approximately 330 calls from members with questions ranging from advice on promotion and tenure issues and processes, requests for medical leaves and return to work or accommodation, scholarly integrity, intellectual property and copyright issues, 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 are 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.

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 one mediation and one arbitration hearing. The arbitration hearing, which took place in October, concerned whether or not associate deans can participate as faculty colleagues in their home departments and vote...
on appointment, reappointment, tenure and promotion matters. The Association argued that having been excluded from bargaining unit membership as management, they are not eligible to serve on a departmental committee struck in accordance with the CA, which the rights of members are vis a vis the rights of management.

Another matter the Executive Committee approved for arbitration concerns whether the University can put 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. Then Parties attended a mediation in September to attempt to resolve the differences. While we were successful in coming up with a draft settlement, the University – through its Deans – ultimately rejected the settlement. We will now be proceeding to an arbitration hearing later this summer (July 2020) to finally resolve the grievance.

I took over as Chair of this Committee in January and so at the time of writing this report, I am relatively new to the Chair role. I did, however, serve on the MSGC for a number of years before being appointed by the Executive Committee to take over for the previous chair, Dr. Kenny Kwok, who retired. Having been on the Committee for several years, I also served under Scott McKenzie’s leadership in the Chair position and wanted to also extend my gratitude to Scott for all his hard work in this role.

I’d also like to thank all the members of the MSGC that I have had the privilege of working with over this past year. We appreciate your dedication to assisting your colleagues and helping to improve our workplace. Finally, I’d like to thank the staff for their skilled work in assisting our members.

Respectfully submitted,

Timothy Taylor
Chair
The audited financial statements for 2019 and the 2020 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2019 are shown, as is the planned budget for 2020 (NB: dollars in thousands).

Membership dues were underestimated in the 2019 budget by $91.0 (line 2). The income from dues is hard to predict from one year to the next due to the fluctuations in employees (new hires, retirements, members who go onto long term disability) and negotiated salary and other increases. In 2019, revenue also included an award of $10.5 from a legal decision.

Although we budgeted for a deficit in 2019, the total expenses were under budget by $852.4 (line 40). The deficit budget was largely intended to ensure adequate funds were available in anticipation of higher expenses relating to Grievance and Legal fees. We also set aside funds to cover expenses relating to Collective Bargaining including budgeting funds for Interest Arbitration. Grievance and Legal fees (line 14) were under-spent by $451.8 due mainly to timing of arbitration hearings and the settlement of files. Collective Bargaining also came in under budget as negotiations were successfully concluded by reaching agreement at the bargaining table.

The total surplus accrued in 2019 was $746.2 (line 42).

Notable budget items include:

Actual membership dues collected in 2019 were $3,112.0. The budgeted dues for 2020 is $3,186.5.

In total, the 2020 budget estimates $669.5 in Service to Members Expenses, a net decrease of $505.0 over the amount budgeted for 2019 (line 19). This is, in part, to reflect that 2020 is not a Collective Bargaining year and reflects a decrease of $200.0 to Legal Fees (line 14) which has a budget of $550.0 for 2020 and still provides a healthy cushion for grievance-related legal fees. The Executive have planned a number of Special Events to commemorate the Faculty Association’s 100th Anniversary for which $80.0 has been allocated (line 17).

Operational Expenses were $16.8 over budget. The budgeted amount for 2020 is $213.5 – an increase of $23.0. This is to reflect the potential for the addition of Directors & Offices Liability Insurance (line 24), and Leasehold Improvements (line 28) to the office including building an awning for shelter at the front door, and to create storage solutions for the office. Line 26, Audit and Professional Expenses were increased for costs associated with new accounting software and switching accounting platforms. Travel expenses are anticipated to be lower as there will be no bargaining-related or other travel in 2020 (line 22).

Human Resource Expenses in 2019 came in under budget by $115.9, which is due to the new Membership Services Officer starting part-way through the year. $1,145.0 is budgeted for 2020, compared with $1,151.0 for 2019 (line 38).

The 2020 budget calls for a net surplus of $283.2 (line 42). This budget was originally adopted in January 2020, before the Covid 19 pandemic began. Since then, the Faculty Association has largely moved to virtual meetings, and have staff working from home. As a result, the operating budget is underspent in many areas, such as travel and meeting expenses. Although we did an amendment to the budget in June, which is the budget we are presenting, we can anticipate a larger surplus at the end of the year than is noted in the 2020 budget document.

The Auditor's report for 2019 was completed in June 2020 by Hedden Chong, LLP. The Statement of Financial Position at December 31, 2019 indicates total funds at $6,474,749. This is an increase to members’ equity from December 31, 2018 of $966,798. The Audit report was submitted without qualification.

Respectfully submitted,

Doris Doudet
Treasurer
# UBC Faculty Association 2019 Budget Comparison

## Budget 2019 to Actual Audited 2019 & 2020 Approved Budget

<table>
<thead>
<tr>
<th>Line #</th>
<th>REVENUE</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
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<td>1</td>
<td></td>
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<td>Membership Dues</td>
<td>3,031,000.00</td>
<td>3,122,026.22</td>
<td>91,026.22</td>
<td>3,186,500.00</td>
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<td>Interest Income</td>
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<td>2,330.24</td>
<td>830.24</td>
<td>2,000.00</td>
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<td>Miscellaneous Revenue</td>
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<td><strong>TOTAL REVENUE</strong></td>
<td><strong>3,032,500.00</strong></td>
<td><strong>3,134,911.91</strong></td>
<td><strong>91,856.46</strong></td>
<td><strong>3,188,500.00</strong></td>
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## EXPENSES

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<tr>
<th>Line #</th>
<th>EXPENSES</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
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<tr>
<td>6</td>
<td>Membership Expenses:</td>
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<td>7</td>
<td>CAUT Dues</td>
<td>485,000.00</td>
<td>535,482.02</td>
<td>50,482.02</td>
<td>597,000.00</td>
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<td>8</td>
<td>CUFA-BC Dues</td>
<td>240,000.00</td>
<td>267,443.94</td>
<td>27,443.94</td>
<td>280,000.00</td>
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<td><strong>Subtotal Membership Expenses</strong></td>
<td><strong>725,000.00</strong></td>
<td><strong>802,925.96</strong></td>
<td><strong>77,925.96</strong></td>
<td><strong>877,000.00</strong></td>
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<td>10</td>
<td>Service to Members Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>11</td>
<td>Legal Fees and Grievance/Arbitration Related Expenses</td>
<td>750,000.00</td>
<td>298,179.44</td>
<td>(451,820.56)</td>
<td>550,000.00</td>
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<td>Collective Bargaining Interest Arbitration Legal and Exp.</td>
<td>350,000.00</td>
<td>19,007.58</td>
<td>(330,992.42)</td>
<td>10,000.00</td>
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<td>13</td>
<td>Member Seminars/AGM &amp; FGM/Consults/Education/Commun</td>
<td>9,500.00</td>
<td>3,136.90</td>
<td>(6,363.10)</td>
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<td>Special Events</td>
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<td>Standing Committee and Meeting Expenses</td>
<td>20,000.00</td>
<td>12,430.14</td>
<td>(7,569.86)</td>
<td>20,000.00</td>
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<td><strong>Subtotal Service to Members Expenses</strong></td>
<td><strong>1,174,500.00</strong></td>
<td><strong>343,231.12</strong></td>
<td><strong>(831,268.88)</strong></td>
<td><strong>669,500.00</strong></td>
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## Operational Expenses

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<tr>
<th>Line #</th>
<th>Operational Expenses</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
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<tr>
<td>17</td>
<td>Travel and Conference Fees/Exec PD</td>
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<td>138,364.26</td>
<td>18,364.26</td>
<td>100,000.00</td>
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<td>18</td>
<td>Office Expenses including IT Tech Services</td>
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<td>34,493.83</td>
<td>(5,506.17)</td>
<td>40,000.00</td>
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<td>19</td>
<td>Insurance</td>
<td>7,500.00</td>
<td>2,753.21</td>
<td>(4,746.79)</td>
<td>13,000.00</td>
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<tr>
<td>20</td>
<td>Donations</td>
<td>5,000.00</td>
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<td>5,000.00</td>
<td>5,000.00</td>
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<tr>
<td>21</td>
<td>Audit and Professional Fees</td>
<td>10,000.00</td>
<td>16,073.00</td>
<td>6,073.00</td>
<td>18,000.00</td>
</tr>
<tr>
<td>22</td>
<td>Asset Purchases-Equipment</td>
<td>6,000.00</td>
<td>5,697.46</td>
<td>(302.54)</td>
<td>7,500.00</td>
</tr>
<tr>
<td>23</td>
<td>Leasehold Improvements</td>
<td>2,000.00</td>
<td>-</td>
<td>(2,000.00)</td>
<td>30,000.00</td>
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<tr>
<td>24</td>
<td><strong>Subtotal Operational Expenses</strong></td>
<td><strong>190,500.00</strong></td>
<td><strong>207,381.76</strong></td>
<td><strong>16,881.76</strong></td>
<td><strong>213,500.00</strong></td>
</tr>
</tbody>
</table>

## Human Resources

<table>
<thead>
<tr>
<th>Line #</th>
<th>Human Resources</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>Release Time</td>
<td>250,000.00</td>
<td>215,982.00</td>
<td>(34,018.00)</td>
<td>250,000.00</td>
</tr>
<tr>
<td>26</td>
<td>Staff Salaries</td>
<td>728,556.00</td>
<td>679,458.07</td>
<td>(49,097.93)</td>
<td>742,205.00</td>
</tr>
<tr>
<td>27</td>
<td>Staff Benefits - Taxes, PDF</td>
<td>145,000.00</td>
<td>123,086.68</td>
<td>(21,913.32)</td>
<td>125,548.00</td>
</tr>
<tr>
<td>28</td>
<td>Contract Office Support/Recruiting</td>
<td>10,000.00</td>
<td>6,793.81</td>
<td>(3,206.19)</td>
<td>10,000.00</td>
</tr>
<tr>
<td>29</td>
<td>Staff Training</td>
<td>7,500.00</td>
<td>7,424.55</td>
<td>(75.45)</td>
<td>7,500.00</td>
</tr>
<tr>
<td>30</td>
<td>Executive Ctte- Prof. Development</td>
<td>10,000.00</td>
<td>2,362.50</td>
<td>(7,637.50)</td>
<td>10,000.00</td>
</tr>
<tr>
<td>31</td>
<td><strong>Subtotal Human Resources</strong></td>
<td><strong>1,151,056.00</strong></td>
<td><strong>1,035,107.61</strong></td>
<td><strong>(115,948.39)</strong></td>
<td><strong>1,145,253.00</strong></td>
</tr>
</tbody>
</table>

## TOTAL EXPENSES

<table>
<thead>
<tr>
<th>Line #</th>
<th>TOTAL EXPENSES</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>32</td>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>3,241,056.00</strong></td>
<td><strong>2,388,646.45</strong></td>
<td><strong>(852,409.55)</strong></td>
<td><strong>3,295,253.00</strong></td>
</tr>
</tbody>
</table>

## SURPLUS (LOSS)

<table>
<thead>
<tr>
<th>Line #</th>
<th>SURPLUS (LOSS)</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>33</td>
<td><strong>SURPLUS (LOSS)</strong></td>
<td><strong>(208,556.00)</strong></td>
<td><strong>746,265.46</strong></td>
<td><strong>944,266.01</strong></td>
<td><strong>283,247.00</strong></td>
</tr>
</tbody>
</table>

## Transfer of Funds

<table>
<thead>
<tr>
<th>Line #</th>
<th>Transfer of Funds</th>
<th>2019 Approved Budget</th>
<th>Actuals for 2019</th>
<th>2019 over/(under)</th>
<th>PROPOSED BUDGET 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>34</td>
<td>Legal Reserve Fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Operational (General) Reserve Fund</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36</td>
<td><strong>TOTAL TRANSFER OF FUNDS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
- **ALI MCMANUS**, Economics
  **SHIRLEY CHAU**, Social Work
  **Okanagan Faculty**
- **KENNY KWOK**, Cellular & Physiological Sciences
  **TIMOTHY TAYLOR**, Creative Writing
  **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**
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  Executive Director
- **ROBIN ROFF**
  Senior Membership Services Officer
- **VALARIE NICKEL**
  Membership Services Officer
- **SARAH HORNSTEIN**
  Membership Services Officer
- **RYAN TOEWS**
  Membership Services Officer
- **JAN GUNN**
  Executive Assistant
- **CYNTHIA THOM**
  Communications Coordinator

2019 UBCFA Committee Members

**Contract Faculty Committee:**
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- Charmaine Gorrie
- Laila Ferreira
- Jennifer Gagnon
- Catherine Douglas
- Evan Mauro

**Librarians & Archivists Committee:**
- Alan Doyle, Chair
- Paula Farrar
- Mayu Ishida
- Paul Joseph
- Arielle Lomness
- Aleha McCauley
- Anne Olsen
- Stephanie Savage
- Christina Sylka
- Adolfo Tarango
- Barbara Towell
- Irena Trebic
- George Tsiakos

**Member Services and Grievance Committee:**
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- Timothy Taylor, Chair
- Sunita Chowriira
- Andrew Churg
- Laurie Ford
- Judy Illes
- Zheng Liu
- Alex MacKay
- Lorrie Miller
- Stephen O’Leary
- Susan Paterson
- Simon Rabkin
- Jaclyn Rea
- Alan Richardson
- Bronwen Sprout
- Anthony Sheppard
- May Ver
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