President’s Report
Why I’m Not a Cynic

Committee Reports
Bargaining 2010
Member Services & Grievance
Okanagan Faculty
Senior Appointments
Sessional Faculty
Status of Women

Finance
Financial Report
Budget 2010
Auditor’s Report

Annual General Meeting
Wednesday, 31 March 2010 @ 12pm

UBCO: Arts 353B
UBCV: Multipurpose Room, Liu Centre (6476 NW Marine Drive)
You should know as well about the tireless dedication of which has seized its mandate and made it come to life. impressed this year by our Status of Women Committee done admirable work on your behalf; I've been particularly The Executive and all of our five volunteer committees have your expertise as we develop survey-instruments or work on surveys, giving talks, helping out in panel-discussions, sharing workshops, in our bargaining face-to-face focus groups, in our hard to feel that way. Many of you have participated in our faculty are from the work of the Association: how little If I were a cynic, for instance, I'd talk about how disengaged faculty are from the work of the Association: how little people care (unless we screw up). But this year it's been hard to feel that way. Many of you have participated in our workshops, in our bargaining face-to-face focus groups, in our surveys, giving talks, helping out in panel-discussions, sharing your expertise as we develop survey-instruments or work on our investment portfolio.

The Executive and all of our five volunteer committees have done admirable work on your behalf: I’ve been particularly impressed this year by our Status of Women Committee which has seized its mandate and made it come to life. You should know as well about the tireless dedication of

WHY I’M NOT A CYNIC
PRESIDENT’S REPORT
Elizabeth Hodgson, President

If I were a cynic, I’d have a hard time doing this job. Some years are harder on cynicism than others, though, and this has been one of them.

Participation
If I were a cynic, for instance, I’d talk about how disengaged faculty are from the work of the Association: how little people care (unless we screw up). But this year it’s been hard to feel that way. Many of you have participated in our workshops, in our bargaining face-to-face focus groups, in our surveys, giving talks, helping out in panel-discussions, sharing your expertise as we develop survey-instruments or work on our investment portfolio.

The Executive and all of our five volunteer committees have done admirable work on your behalf: I’ve been particularly impressed this year by our Status of Women Committee which has seized its mandate and made it come to life. You should know as well about the tireless dedication of

the Member Services and Grievance Committee, wrestling with all the individual troubles faced by our colleagues on both campuses. The Okanagan Faculty Committee and the Sessional Faculty Committee keep a close eye on these two significant constituencies and offer gifts of time and energy to support their colleagues. The Bargaining Preparation Committee has put in an unbelievable number of hours to prepare and engage in this important work, and we have a lively bargaining advisory group as well.

Heads, Instructors, Twelve-month Lecturers, First Nations Faculty, Women Faculty, Librarians and other groups have taken the time to meet with us and/or go to conferences on our behalf; thanks to all for this investment in our collective wisdom, knowledge, and action.

We have more people running in our elections than we’ve had for several years, and we’ve had enough comments on our new and improved communications (newsletter, website, e-focus, Okanagan Bulletin) that I am forced to conclude that faculty do notice! So—I can only be grateful.

Bargaining
It’s easy to be cynical around bargaining: when 0/0 is all the provincial spin and the senior administration apparently doesn’t want to bargain at all, even though we haven’t had a proper chance to discuss issues since 2002, it’s easy to feel that the job is Sisyphean. But I’m not finding that: partly, bargaining is a chance to be creative and to make a difference, and that’s both fun and satisfying. But even more, through our bargaining website and bulletins, the bargaining advisory committee, and your ongoing engagement in the process leading to the table, I feel more confident that we’re prepared, that we know what our main goals are, and that it’s a collective process, than ever before.

I am particularly grateful for the tremendous expertise of Jim Johnson, our Chief Negotiator, and the amazing hard work, persistence, and intelligence of Nancy Langton, the chair of our Bargaining Preparation Committee. We couldn’t do bargaining without our dedicated and talented staff: Murray Mollard, Executive Director; Brian Green, Deena Rubuliak and Michelle Bogdan, Membership Services Officers; Nancy Lovelace, Office Manager, and Ranjit Sundur, Communications Assistant. We are very sorry to have just lost Brian Green, I think one of the best professional union officers in Canada, but he’s promised to help us out in bargaining from his new perch at SFU Faculty Association, which is a level of dedication I have come to expect and appreciate from all our Association staff.

University Relations
It’s also easy to be a cynic about the senior administration. When they put up expensive banners declaring: “human potential reached from here” but refuses (for instance) to consider career-paths or even job-protection for the 650 academics at UBC, a healthy dose of skepticism seems not only appropriate but invited.

On the other hand, we’ve begun joint meetings in UBCO to address policy matters of mutual interest, which is a big step forward; we’ve also jointly sponsored a mentoring program for pre-tenured faculty at UBCO which I think is a great idea. We’ve set up two joint task forces in Vancouver to address pay-equity issues, and I’m cautiously optimistic that we can reach agreement on at least some pieces of this problem. When our offices were raided by Campus Security and the RCMP looking for stolen laptops (buy me a beer some time and I’ll tell you all about it), UBC’s senior administration was horrified and quick to offer support to us.

So while the administration certainly continues to make decisions with which we must respectfully disagree for our collective good, while getting meaningful input on policy-development, budget-processes, campus planning and the like is always a struggle for us, we do see signs of life.

I think a cynic is someone who lowers their own expectations in order to minimize the pain of disappointment—or maybe to avoid hard work. My sense is that we as an Association are going the other way: raising our expectations of what is possible, and living with the grief if it doesn’t work out. I am very grateful that I feel more encouraged than anything else. As I finish my term as President at the end of June, I know I’m leaving it in good hands: ours.
The negotiating team, consisting of James Johnson (chief negotiator), Elizabeth Hodgson, and myself as well as the Association’s Executive Director (Murray Mollard) and Membership Services Officers (Brian Green, Deena Rubuliak, and Michelle Bogdan), spent most of 2009 identifying the important issues of our members which needed to be raised in bargaining. We started by conducting face-to-face meetings with our members. We then appointed a committee to help us develop a survey for our members. The survey committee was Fred Cutler, Neil Gross, and Paul Quirk. We are grateful for their help in developing and reviewing the survey. Meanwhile, the bargaining committee met weekly during the summer of 2009, and near-weekly during the fall.

As a result of the face-to-face meetings, the survey, and our own research, we identified six major themes for bargaining. On February 1, 2010, the Faculty Association tabled 16 proposals with the University covering the following topics: transparency and accountability; workload; sessional lecturers; heads, directors, associate deans; UBC Okanagan; salary and benefits; and other. As of March 15, the bargaining team has met with the University six times, and we will continue to meet as often as necessary to complete this round of bargaining.

In order to get ongoing advice from members, we have appointed a bargaining advisory committee, comprised of Ljiljana Biukovic (Associate Professor; Law), Lara Boyd (Assistant Professor; Physical Therapy), Julian Dierkes (Assistant Professor, Institute of Asian Research), Alan Doyle (Librarian), Rick Gooding (Lecturer, Arts Studies in Research and Writing), Christina Hendricks (Instructor, Philosophy), and Wayne Ross (Professor, Education). We will meet regularly with this Committee during bargaining to get their input and feedback, advice and wisdom as bargaining progresses.

We are especially pleased to remind our members that bargaining information is available on our website. We have already posted our proposals and the University’s proposals, a detailed FAQ, and will post to the bargaining blog as necessary. The website can be found at: www.facultyassociation.ubc.ca/bargainingupdate.php. While viewing the website, you may want to sign up to be on our update list so that you can receive notice when we post new items.

Get updates in your Feed Reader or via email. Register your email at: www.facultyassociation.ubc.ca/bargainingupdate.php.
MEMBER SERVICES & GRIEVANCE COMMITTEE

Kenny Kwok, Chair

In 2009, the Member Services and Grievance Committee (MSGC) reviewed 30 to 53 files each month, an increase of approximately 20% over the previous year. These include both new and ongoing cases. What is not represented by these statistics, however, are files that are resolved prior to discussion in the monthly meeting, or cases that are resolved informally.

Starting in 2009, we’ve been discussing cases according to the type of issues they involve. The number of new cases, ongoing cases and those that were resolved in 2009 for each category are summarized in the following table:

<table>
<thead>
<tr>
<th>Category</th>
<th># of New Cases</th>
<th>Ongoing Cases from Previous Years</th>
<th># of Resolved Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appointment / Reappointment</td>
<td>7</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Intellectual Property / Academic Freedom</td>
<td>2</td>
<td>1</td>
<td>-</td>
</tr>
<tr>
<td>Investigations / Discipline</td>
<td>16</td>
<td>6</td>
<td>9</td>
</tr>
<tr>
<td>Leaves / Accommodation</td>
<td>4</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Promotion / Tenure</td>
<td>5</td>
<td>6</td>
<td>6</td>
</tr>
<tr>
<td>Salary / Benefits</td>
<td>8</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>Workload / Working Conditions</td>
<td>6</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>Miscellaneous</td>
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<td>2</td>
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</tr>
<tr>
<td>Total</td>
<td>50</td>
<td>30</td>
<td>35</td>
</tr>
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The duration of time for resolution of the cases ranged from one month to 31 months due to the extensive correspondence and communication with both members and the University. There are two cases that have been ongoing since 2006. Although no cases went forward for arbitration in 2009, 10 cases have been referred to arbitration by the MSGC and may proceed in 2010 or 2011. Not all cases that are recommended for arbitration will ultimately wind up there as the Committee continuously works hard to find resolutions so that members do not have to go through the arbitration process.

There is a growing concern regarding the increased number of cases related to investigations and discipline of our members by the University. This issue has been raised with the Executive Committee of the Association.

In addition to the formal review of files, the members of the MSGC continue to help Association members to informally resolve personal conflicts and any workplace problems or issues that arise through their work at the University.

In summary, members of the MSGC alongside staff are dedicated to working hard to find resolutions to problems and issues of our membership through consultation, grievance and arbitration procedures. The Committee welcomes any members who are interested in volunteering to join us in working for the benefit and rights of our members. Finally, I would like to thank all staff and Committee members for their devotion, commitment, enthusiasm and service.

OKANAGAN FACULTY COMMITTEE

Jim Johnson, Chair

The role of the Okanagan Faculty Committee is to represent the interests of faculty at Okanagan within the Faculty Association and with UBCO management. 2009-2010 was the fourth full year of existence for the Committee.

Officers of the OFC have dual roles. First, we have a representational role advocating on behalf of the membership both to the employer as well as to our brothers and sisters in Vancouver. Second, we have a role as informal shop stewards (and are members of the Member Services and Grievance Committee). In both capacities, the officers of the OFC have been heavily involved in attempting to improve the accountability and transparency of University processes that affect the terms and conditions of our members’ employment, and to protect members from capricious, arbitrary and unfair treatment by the employer.

Last year our major problems involved the reappointment process, and merit and PSA decisions. Although the former problem seems to have been solved, the latter remains. This year we seem to be running into numerous problems with sick leaves (mostly with the employer trying to get their hands on confidential medical information to which they are not entitled) and a rash of unnecessary investigations of members for reasons that the employer is sometimes not even able (or perhaps not willing) to explain.

Overall, labour relations at UBCO had a bad year. It was very difficult to get Employee Relations to respond to our grievances in a timely manner or sometimes even at all. The nadir was when Employee Relations issued a blanket prohibition on informal discussions with the Association. Although I personally, and the Union generally, have good working relations individually with Doug Owram and Alaa Abd-El-Aziz, it has been difficult to translate that into good labour relations. I think both parties have been trying to solve the problem, but have often been sabotaged in our attempts by circumstances beyond our control.

It was inevitable that a rough patch would follow the unfortunate events of 2005, but I didn’t expect that rough patch would last five years. Nonetheless we continue to try to make UBCO a place that treats its employees fairly and with respect.

UBCO membership has increased by 2.5% in 4 years.
Under the terms of our Collective Agreement, the UBC Faculty Association has the right to designate one Senior Appointments Committee (SAC) member. I’d like to take a moment to comment on the role of our appointed member to SAC. First, a word about what that member is not: your appointee is not a representative of the UBCFA in the usual sense, in that the appointee does not report back to FA staff or Executive about individual cases, which are of course held in strict confidentiality. Rather, as your appointee I am a full, participating member of the SAC whose additional role is to assist in ensuring that UBCFA members’ rights under the Collective Agreement are upheld, and that principles flowing from the agreement are raised as needed in the deliberations of SAC. In addition, it has been my great pleasure this year to have taken part as a panelist in the Promotion and Tenure Workshops jointly sponsored by the Faculty Association and UBC Faculty Relations, at UBCO in Fall 2009, and Spring 2010 on the Vancouver campus. Members, including Heads of academic units, should watch for these events, and bring questions.

I’d also like to acknowledge the fine work of my predecessor, Stephen Guy-Bray, who was our appointee for the 2008-09 academic year. The statistical report shown here is a testament to the fine work he put in on your behalf in 2008-09. The numbers themselves underline a point that Stephen made in this space last year: the vast majority of cases move through the SAC with a positive recommendation to the President, who, with the Board, makes the final decisions on the appointments, tenure and promotions at Associate Professor and Professor levels. In a few notable cases, the President does not follow the recommendation of the Senior Appointments Committee, and returns to the Committee to discuss the rationale for such decisions. But these are rare cases indeed, and members should approach the promotion and tenure journey with confidence. The other rare cases that do not, alas, succeed are invariably cases of members who have usually not been mentored particularly satisfactorily. I warmly encourage my colleagues who are looking at P & T to seek advice from a trusted senior colleague, if only to look at your CV to ensure that it covers the necessary elements to make your case, and does so in a clear and forthright way. And come to the FA’s upcoming workshops!

### TENURE & PROMOTION DECISIONS 2009

#### PROFESSOR

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#### ASSOCIATE PROFESSOR

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#### SENIOR INSTRUCTOR

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<td>8</td>
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<tr>
<td>Total</td>
<td>9</td>
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#### TENURE

<table>
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<th>dean</th>
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</tr>
<tr>
<td>Total</td>
<td>99</td>
<td>105</td>
</tr>
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Note 1: Discrepancies in the totals are due to the “Head” not being applicable for certain cases, and for joint appointments where more than one Dean and Head votes.

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

**Approach the process with confidence.**
In September and October, the Sessional Faculty Committee (SFC) worked on preparations for Fair Employment Week, which was held this year from October 26-30. This year’s events included an information booth in the SUB (October 26 and 27), coffee with David Farrar (October 28), a social gathering at Koerner’s Pub (October 30), and a ‘name that sessional contest’ for students. Thanks to all the sessionals who designed and staffed the booth, to Elizabeth Hodgson and Murray Mollard for putting in a shift, and to Sarika Bose for her work on “Profile of a Department,” a brochure listing recent research, teaching, and service accomplishments of sessionals in English.

In November the SFC turned its attention back to collective bargaining by looking into the working conditions of 12-month lecturers. Because in some important respects the working conditions of this group differ from those of sessionals, the SFC arranged for a meeting with faculty on 12-month appointments to supplement the information from the October bargaining survey.

In January, the SFC began organizing meetings with sessionals and 12-month lecturers in individual departments to assess differences in department culture across campus. These meetings are designed as a quick check on how consistently the Agreement on Conditions of Appointment for Sessional and Part-time Faculty Members is being applied across campus as well as a survey of how individual departments influence working conditions that aren’t defined by the Collective Agreement, including assignment of office space, access to computer technology and supplies, support for research, availability of travel funds, and quality of teaching assignments.

I would like to thank the members of the SFC for their hard work, professionalism, and good humour. I would also like to thank the other members of the Faculty Association Executive and the staff for their ongoing support of the work of the SFC.

The Status of Women Committee (SWC) has a tripartite mandate: mentoring/networking, policy development, and advocacy on gender equity issues, including pay equity, discrimination (particularly in recruitment, retention, and promotion), working climate, and work-life balance. This year the Committee has been very active in these three areas.

Advocacy
Our advocacy work has focused this year on pay equity within the professoriate. Three UBC studies published since 2007 have identified significant gaps between average faculty salaries for men and women. The Committee has performed independent analyses of these studies, as well as analyzed pay equity studies and solutions at North American universities. We put together a briefing note on pay equity issues at UBC in January 2010 (available upon request).

This work has supported a series of meetings with UBC administration, several Faculty Association newsletter articles, and ongoing dialogue with the CAUT and other Canadian faculty associations. We’ve now established joint Faculty Association/UBC Working Groups with a target report date of May 2010. We will continue to press the University for a rapid, fair response on the pay equity issue and the policies and structural measures which can prevent it.

Networking and Mentoring
The Committee has consulted informally with senior administrators across campus responsible for a range of equity issues. We’ve also conducted independent research on resources available to female faculty, consolidated in a briefing note (Resources for Women Faculty at UBC), available upon request.

We sponsored in January a major panel event: Making UBC Work for Women Faculty. Four speakers addressed issues pertinent to women faculty at UBC: over 85 attendees turned out, including from UBC Okanagan. Our next event is planned for UBCO, in the fall of 2010.

Policy Development
The survey of female faculty conducted by the Committee in 2009 provided valuable information on which to base our policy development goals. From it we’ve identified a set of priority issues, including: gender inequities in pay, merit, promotion, and service responsibilities; and lack of training and informational resources on equity.

Committee Membership
The increase in activity of the Committee is reflected in its expanded membership: from four members in 2008/2009 to eight members in 2009/2010. See page 19 for the Committee member nearest you.
The audited financial statements for 2009 and the 2010 budget as approved by the Executive Committee are attached to this report.

Review of Audited Financial Statements for 2009
Revenue for 2009 was greater than anticipated due primarily to meeting the 2% productivity target and a modest increase in membership. Miscellaneous income was a result of our agreement with Marsh Canada to provide preferred rates to Faculty Association members for home insurance.

On the expense side, membership dues to provincial and national member associations CUFA BC and CAUT increased due to an increase in members (the dues are calculated on a per-person mill rate). Legal expenses were up as a result of the student evaluation case going to the BC Court of Appeal (in March 2010) and miscellaneous member cases. We anticipate decreased legal costs for 2010. As well, increases in these expenses were offset somewhat by lower than anticipated staffing costs.

As promised to the membership in our 2009 budget, the budgeted excess of revenue over expenses will be transferred to the Legal Reserve Fund.

Approved Budget 2010
Total Faculty Association revenue for 2010 is projected to increase as a result of standard career advancement increases (CPI, PSA, merit).

Linked to this revenue increase, expenses related to membership in CUFA BC and CAUT will rise proportionally. Expenses related to collective bargaining will increase in 2010. In addition, we have budgeted $200,000 for an extraordinary expense related to the legal costs involved in interest arbitration. This expense would only be incurred if we refer some of our bargaining proposals to an interest arbitrator if UBC will not agree to what our bargaining team considers to be reasonable, industry-standard proposals.

Consistent with past practice and our commitment to the membership, the Faculty Association has pledged to place any excess revenue over expenses into the Legal Reserve Fund. Based on our budget for 2010, we anticipate this amount to be approximately $144,000 with the added caveat that actual outcomes are subject to unanticipated but reasonably incurred variances in revenue and expenses.

The Faculty Association is committed to a dues holiday for members once the combined Legal and General Reserve Funds reach 1.5 times our operational budget.

FINANCIAL REPORT

The audited financial statements for 2009 and the 2010 budget as approved by the Executive Committee are attached to this report.

Review of Audited Financial Statements for 2009
Revenue for 2009 was greater than anticipated due primarily to meeting the 2% productivity target and a modest increase in membership. Miscellaneous income was a result of our agreement with Marsh Canada to provide preferred rates to Faculty Association members for home insurance.

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BUDGET 2010

REVENUE
ANNUAL BUDGET 2009 $1,768,000
AUDITED ACTUAL 2009 $1,897,407
+/- ($129,407)
APPROVED BUDGET 2010 $2,181,728

| Membership Dues | $1,768,000 |
| Investment Income | $28,000 |
| Bank Interest | $90 |
| Miscellaneous | $0 |
| Total | $1,796,090 |

EXPENSES

Membership Expenses
CUFA BC Dues | $363,713 |
CUFA/BC Dues | $154,539 |
Subtotal | $518,252 |

Service to Members Expenses
Legal Fees | $275,000 |
Collective Bargaining Interest Arbitration | $6,000 |
Member Seminars | $26,000 |
Special Events | $20,000 |
Standing Committees | $2,500 |
Subtotal | $329,500 |

Operational Expenses
Travel & Conference Fees | $54,500 |
Rental Expenses | $22,536 |
Office Supplies & Expenses | $15,000 |
Equip Rental & Maintenance | $4,504 |
Computer Charges (UBC) | $2,500 |
Telephone & Fax | $13,000 |
Insurance | $7,000 |
Donations | $10,000 |
Auditor’s Fees | $5,250 |
Furniture & Fixtures | $16,000 |
Standing Committees | $2,500 |
Subtotal | $151,290 |

Human Resources
Release Tens | $73,044 |
Staff Salaries | $512,707 |
Benefits/BCP/PCBC/ESAP | $104,000 |
Contract Office Support | $4,100 |
Staff Professional Development | $6,500 |
Member Professional Development | $5,000 |
Subtotal | $705,351 |

Transfer of Funds
Legal Reserve Fund | $91,697 |
Operational Reserve Fund | $0 |
Subtotal | $91,697 |

Total Expenses & Transfers | $1,796,090 |

SURPLUS (LOSS) $0
2009-2010 FACULTY ASSOCIATION

In addition to the Executive Committee, the Faculty Association has five standing committees that report and are accountable to the Executive. Standing Committee Chairs are elected according to the Faculty Association’s Constitution and Bylaws, sit on the Executive Committee, and are charged with forming and managing volunteer committees to fulfill their mandates. The Okanagan members directly elect their own Committee Chair, and two Vice Chairs. The Standing Committees all act as a major resource of expertise and initiative to carry out the Faculty Association mandate in different arenas and for different constituencies.

A special thanks to all the members who have taken the time to meet with and/or attend conferences on behalf of the Faculty Association.

Executive Committee
Elizabeth Hodgson, English
President
Nancy Langton, Sauder School of Business
Vice President
Robert Gateman, Economics
Treasurer
Darrin Lehman, Psychology
Secretary

Members-at-Large
Eric Eich
Psychology
Adam Frankel
Pharmaceutical Sciences
Hugh Neary
Economics
Peter Nosco
Asian Studies
Andrew Rissman
Land & Food Systems
Jane Rokjams
Zoology

Bargaining Preparation Committee
Chair: Nancy Langton, Sauder School of Business
Elizabeth Hodgson, English; Jim Johnson, Economics

Okanagan Faculty Committee
Chair: Jim Johnson, Economics
Michael Palomeny, Geography; First Vice Chair, Laura Hooker, Biology; Second Vice Chair

Member Services & Grievance Committee
Chair: Kenny Kwok, Cellular & Physiological Sciences
Anne Dower, Nursing; Doris Drouillet, Neurology; Laura Hooker, Biology; Jim Johnson, Economics; Alex MacKay, Radiology;
Michael Palomeny, Geography; Wendy Posle, Educational Studies; Tony Shappard, Law; Tom Sork, Educational Studies; Margaret Wright, Social Work;

Sessional Faculty Committee
Chair: Rick Gooding, Arts Studies in Research & Writing
Meghan Allen, Computing Science; Serina Bose, English; Carelkin Brooks, Women’s Studies and Distance Education and Technology; Maria Carbonetti, French, Hispanic, and Italian Studies; Charmaine Gorrie, Classics, Near Eastern and Religious Studies; Keiko Kosumi, Asian Studies; Masahiko Nakata, Asian Studies; Karen Needham, Zoology; Stephanie Spacchietto, French, Hispanic, and Italian Studies; Tatiana van Riemdijk, History; Kimberly Voll, Computing Science

Status of Women Committee
Chair: Karen Bakker, Geography
Lara Boyd, Physical Therapy; Elizabeth Croft, Mechanical Engineering; Vicki Green, Education, UBCO; Megan Levings, Surgery; Janes McKenna, Physics; Margaret Schabas, Philosophy; Margot Young, Law

Staff
Murray McIvor
Executive Director
Brian Green
Membership Services Officer
Demra Rubulak
Membership Services Officer
Michelle Bogdan
Membership Services Officer
Nancy Lovelace
Office Manager
Ranjit Sundur
Communications Assistant

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Okanagan Office: 4975 3333 University Way  Kelowna, BC  V1V 1V7  t 250 807 9240  e faculty@interchange.ubc.ca