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Making Change Happen

President’s Report

Nancy Langton, President

I took over as President of the Faculty Association on July 1, 2010. We were in the middle of collective bargaining with the University, and not much progress had been made despite nearly 20 days of meetings over five months. We had just advised the University that we were going to put our fate into the hands of an arbitrator because it was not likely that any of our issues would be resolved at the bargaining table. That decision certainly made it hard to communicate to our members the message I had intended to convey at the start of my term: that I wanted a more collaborative working relationship with the University. Arbitration does not sound very collaborative.

But, as I said in the October Faculty Focus, I am an eternal optimist. Eventually we settled at the bargaining table by taking the time to understand each other’s interests, and trying to meet each other where we could. Our chief negotiator, Jim Johnson (Economics, UBCO), deserves specific mention for the many hours he put into this round of bargaining. I am very proud of how the changes we made in preparing for this round of bargaining led to positive results at the bargaining table. I hope that the next round of bargaining, which will begin in less than a year, can start off on the good footing and good will with which we ended the last round, resulting in more change.

We have seen greater membership engagement this past year than in some recent years, and for that I’m also very happy. The Faculty Association after all is YOUR organization. It doesn’t exist separate and apart from you. Thus, if you want the Association to be doing something, you should be right there, bringing ideas and helping with the work. On that front, our Status of Women Committee, chaired by Karen Bakker (Associate Professor, Geography), did a phenomenal amount of work trying to understand the pay equity gap in the professoriate that had been brought to light in two reports released by UBC’s Equity Office first in 2007 and again in 2009. The Faculty Association along with Provost David Farrar jointly appointed members of two committees to address the issues: the DATA Working Group, which focused on a quantitative analysis of the pay gap, and the SMART Working Group, which focused on structural measures to prevent and redress gender inequities amongst faculty. The two committees made a number of recommendations for reducing inequity at UBC, and their work has already resulted in a search for a Senior Advisor to the Provost on Faculty Women to be appointed July 1. Another victory for change. Still, more needs to be done. The two groups were not able to study equity issues for UBCO, sessional lecturers, 12-month lecturers or librarians. We welcome volunteers from these groups to take up the call for action on equity issues for these groups.

As with the Faculty Association, I am also determined that more rank-and-file faculty voices are heard whenever campus issues arise. Some of this is through elections to bodies such as the Board of Governors and the Senate. It is important for the
University to hear not only the voices of those in management (from whom they solicit input quite frequently), but also the voices of those not in management (i.e. our members). This will be an issue that will remain at the top of my agenda for the next year and one in which I hope to see more change.

There are many ways to get involved in the activities of the Association to make sure your voice is heard at this University. The Faculty Association Executive meet monthly (and more when needed) to look at the big picture for the Association. The Member Services and Grievance Committee works with our membership services officers and members who find themselves in difficulties of all sorts (health-related issues, promotion or tenure problems, inequitable and discriminatory treatment, and a long list of other items). The Okanagan Faculty Committee pays special attention to the issues that happen at that campus and the Sessional Faculty Committee watches over the issues that sessionals face. I want to thank everyone who has served on these committees for your unselfish giving of time to work on behalf of our members.

This past year, we also created more informal ways to be involved in the Association through two new committees. The Bargaining Advisory Committee gave us advice and insight into bargaining issues. The Faculty Association Network (FAN) serves as both a sounding board to the Executive Committee and a voice back to our members so that information sharing can happen both ways. A big thanks to all who served on these committees. We look forward to working with you more closely in the coming year.

Finally, I want to thank our stellar staff. They are hard-working, dedicated, and cheerful too. I enjoy working with them, and I'm amazed at the number of problems they solve on a daily basis. They are working to make your work life at UBC better every day. Let us all show them appreciation: Deena Rubuliak (Acting Executive Director), Nancy Lovelace (Office Manager), and Ranjit Sundur (Communications Assistant). We have said goodbye to some staff this year: Murray Mollard (Executive Director), and Michelle Bogdan and Jeff Jesse (Membership Services Officers). We are sorry to see them go, and we wish them well in their changes. Their departure has given the Association the opportunity to review our staffing needs and creates an opportunity for our own change. We welcomed Valarie Nickel and Ian Stockdale as our newest Membership Services Officers in March.

“Change is good. Which reminds me of a favourite quote: ‘Be the change you want to see in this world’ (Mahatma Gandhi).

Join us in welcoming change by volunteering to make the Association a stronger voice for our members in whatever capacity you can.”
In 2010, the Member Services and Grievance Committee (MSGC) reviewed around 55 files monthly, which included both new as well as ongoing cases. What these numbers do not capture, however, are the many cases that are resolved informally or prior to the monthly committee meetings. Although more new issues were brought to the attention of the committee in 2010 (55 new cases compared to 48 in 2009; 14.5% increase), there were also more resolutions in 2010 (54) compared to 2009 (38), for a 42% increase.

The length of time for a complaint or grievance to be resolved continues to vary, ranging from a few weeks to a few months and at times even more than a year depending on the complexities and seriousness of the situation. We are hopeful that the increase in the number of closed cases may be an indication of the commitment on the part of the Administration to a fair, collegial and timely resolution of disputes. During last year nine cases were recommended to be advanced to arbitration, but many (7) of these cases were successfully resolved prior to the hearing.

The types of issues reviewed by the MSGC vary from year to year. We have attempted to categorize the issues into eight general groups: Appointment/Reappointment; Intellectual Property/Academic Freedom; Investigations/Discipline; Leaves/Accommodation; Promotion/Tenure; Salary/Benefits; Workload/Working Conditions; and Miscellaneous. Many of the cases have issues that overlap with these more general categories. Although we were, at one point, somewhat alarmed at what appeared to be an emerging pattern of problematic investigations, this has not continued during the past year. Our current focus is on what appears to be shifting standards and criteria in the promotion and tenure process. In addition, there also appears to be an increase in the number of promotion and tenure files experiencing procedural difficulties at various levels in the process.

MSGC members and Association staff continue to be dedicated to finding solutions to resolve problems and issues of our membership through informal consultation and problem solving where possible and grievance and arbitration procedures where necessary. The MSGC has recently welcomed several new committee members. We look forward to working with these individuals who will assist the MSGC and the Association as we continue to promote and uphold the rights and benefits of our membership. Finally, I would like to thank all Committee members and Association staff for their devotion, commitment, enthusiasm and service.

“Our current focus is on what appears to be shifting standards and criteria in the promotion and tenure process.”
A Prague Spring
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. 2010-2011 was the fifth full year of existence for the committee.

In the initial years the committee members were heavily involved in attempting to ensure that departmental procedures pertaining to evaluation, merit, workload assignment, study leave requests, and so on, are collegial, transparent and accountable. We have seen some improvement in this area.

Merit and PSA processes are still problematic. We still get a significant number of complaints each year about the unfairness and arbitrariness of Merit and PSA awards. In 2009-2010 and did settle one grievance pertaining to denial of Merit and/or PSA to our satisfaction.

The next big problem on the horizon is going to be tenure and promotion decisions for UBCO faculty. A large number of faculty are going to be evaluated for tenure and promotion to Associate Professor in the next two years and we anticipate problems. We are already dealing with one case in which a member, unanimously recommended by both Departmental and Decanal committees, was inexplicably denied tenure by SAC, which is based in Vancouver. We will see if this is a one-off case or the beginning of real trouble between the two institutions over the next few years.

The first two years following the unfortunate events of 2005 were very difficult. The arrival of Doug Owram, and Alaa Abd-El-Aziz had created a kind of Prague Spring in labour relations here, although improvement was slow and uneven. Our relationship with UBCO’s management team also improved with the arrival of Pauline Brandes, the Director of Human Resources, who brought a more collegial approach to problem solving.

Although we have seen an enhancement to our relationships on this campus, with the imminent departure of both senior administrators it remains to be seen if relations improve, or worsen, in the next few years.

“At UBCO, we still get a significant number of complaints each year about the unfairness and arbitrariness of Merit & PSA awards.”
UBC’s Senior Appointments Committee (SAC) advises the President concerning new appointments at senior rank and promotions to those ranks, along with tenure recommendations. Its work is governed by the terms of the Collective Agreement. As your UBCFA appointee to SAC, I serve as a full, participating member with the additional role of ensuring that UBCFA members’ rights under the Collective Agreement are upheld, and that principles flowing from the agreement are raised as needed. In addition, I assist in Promotion and Tenure Workshops jointly sponsored by the Association and UBC Faculty Relations on the Vancouver and Okanagan campuses. Members, including Heads of academic units, should watch for these events, and bring questions, especially in the light of changes brought forward for senior appointments, promotion and tenure by the most recently-ratified Collective Agreement.

As the adjoining summary table illustrates, the process of promotions and tenure at UBC is characterized by positive outcomes and recommendations, and only in rare cases does the President elect not to take a recommendation of SAC. Hence, of the 282 recommendations concerning appointment, promotion or tenure SAC forwarded to the President during the 2009-10 academic year, a mere eight were negative, despite the detailed subcommittee and full committee deliberations which extended in this unusually heavy year through the months of July and August with full quorums. This is not to counsel nonchalance on the part of our members: I urge those of you preparing to enter the P & T steps to take control of the process by preparing your CVs diligently, seeking advice from your mentors, and being proactive with your Head of unit, ensuring that you know the terms of your Collective Agreement that govern both the process and the criteria involved for your type of P & T case.

Change is in the wind both for SAC and our members with the newly-ratified Collective Agreement. I strongly encourage members and Heads of units to become familiar with new language and provisions in the agreement: find details of changes posted on the FA website.

Details of the new Teaching Professor rank that extends the career path for Instructors and Senior Instructors will be of interest to many of our members, as will new language that recognizes our contributions to curriculum development, innovation and leadership. While cases currently under consideration by SAC won’t necessarily fall under the terms of the new Collective Agreement if they were initiated under the earlier language, SAC expects to see some new changes.
appointments at senior ranks with tenure dealt with under the new language. When UBC and the Association approved language recognizing the importance of contextual realities in all P & T decisions, this formalized something that SAC had been working toward quietly in its deliberations for several years. It will be important to assess the consequences of the new Collective Agreement on our members’ welfare for the latter part of the 2010-11 session and beyond when its P & T provisions will be fully implemented.

| 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. |
The role of the Sessional Faculty Committee (SFC) is to provide networking, advocacy, and policy development advice on behalf of the more than 600 UBC faculty who hold sessional and 12-month appointments. As part of that mandate, the chair of the committee serves on the Faculty Association’s Executive Committee and on CAUT’s Contract Academic Staff Committee. The SFC also sends representatives to two biennial conferences on contract faculty, one hosted by CAUT and the other by COCAL (The Coalition on Contingent Academic Labour).

In early 2010, the SFC began organizing meetings with sessional and 12-month lecturers in individual departments to assess differences in department culture across campus. These meetings are designed for two purposes: to assess how consistently the Collective Agreement and the Agreement on Conditions of Appointment for Sessional and Part-time Faculty Members are being applied, and to develop an understanding 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 teaching supplies, support for research, availability of travel funds, and quality of teaching assignments. The survey will be completed sometime in 2011.

During the last week of October, the SFC hosted activities for Fair Employment Week, an annual event during which faculty associations and educators’ organizations across North America work to raise awareness of the working conditions faced by contract faculty and argue for more equitable employment practices. This year’s activities included an information booth in the SUB, a social gathering for contract faculty, a meeting with the incoming Dean of Arts (somewhat delayed by scheduling problems), and a guess-how-much-sessionals-earn contest for students.

Throughout the year, SFC also hosted social gatherings for contract faculty, offered bargaining advice to the Association, and answered numerous queries from our members about the Collective Agreement, directing the toughest questions to the FA’s incomparable Membership Services Officers.

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 of the Faculty Association for their ongoing support of the work of the SFC.

"I would like to thank the members of the SFC for their hard work, professionalism, and good humour."
The Status of Women Committee, a standing committee of the FA Executive Committee, was created in the 1980s with a tripartite mandate: (i) mentoring/networking, (ii) policy development, and (iii) advocacy on gender equity issues, including pay equity, discrimination (particularly in recruitment, retention, and promotion), working climate, and work-life balance. Over the past year, the Committee has been very active in these three areas, meeting monthly throughout the year.

Advocacy
Our primary focus over the past year has been pay equity. In 2009, SWC Members requested that the university initiate a process to examine and resolve identified gender-related pay inequities, and to implement measures to prevent the re-emergence of pay inequities. In response, the Faculty Association and Provost’s Office created two joint Working Groups: (1) the DATA Working Group to assess any existing gender pay gaps and if found, devising appropriate remedies; (2) The SMART Working Group to develop mechanisms and processes to address the causes, and prevent the re-emergence of gender-related pay inequities. Since January 2010, the efforts of these Working Groups have produced two reports that have been made public on the Association’s website (www.facultyassociation.ubc.ca). Given the gender pay imbalances identified, we will continue to press the University for a rapid, and fair response on the pay equity issue, including proactive measures to avoid their re-emergence in the future.

In addition, we are continuing our advocacy work in other areas: (1) Meetings with UBC administration, (2) a lengthy submission to the External Review of the Equity Office, (3) several Faculty Association newsletter articles, (4) written responses to several UBC initiatives (including the Task Force on Family Issues and the new Equity Strategy) and (5) ongoing dialogue with the CAUT and other university faculty associations across Canada.

Networking and Mentoring
We held three major events in 2010: (i) a panel and networking lunch in January 2010 titled “Making UBC Work for Women Faculty”; (ii) a panel at UBC Okanagan in October 2010; and (iii) a networking lunch co-sponsored with the NSERC Chair for Women in Science and Engineering in November. These events attracted well over 100 attendees. The SWC and FA received significant positive feedback from members about these events and the related resources and briefing notes disseminated through these venues.

“Given the gender pay imbalances identified, we will continue to press the University for a rapid, and fair response on the pay equity issue, including proactive measures to avoid their re-emergence in the future.”
Policy Development

Following on our 2009 survey of women faculty, the Status of Women Committee conducted an Equity Audit in 2010, assessing the representation of women professors at all ranks, in administrative positions, as award-holders (both external and internal to UBC), and as holders of research chairs (CRCs and endowed chairs). We also assessed merit pay in 2008 and 2009, and were pleased to see that women and men receive merit pay at equal rates at all ranks. Disappointingly, our study also showed that UBC is under-performing relative to comparator universities with respect to gender equity in the representation of women faculty across the ranks and as holders of prestigious awards. For example, whereas 12% of Royal Society of Canada fellows are women, only 4% of UBC’s RSC fellows are women.

The SWC presented the results of this report to the senior administration. In response, the Provost’s Office announced the creation of a new position: a Senior Advisor to the Provost on Women Faculty. We expect this position to be created in 2011, and will continue to work constructively with the senior administration on these issues.
Financial Report

Nancy Langton, President

The audited financial statements for 2010 and the 2011 budget as approved by the Executive Committee are attached to this report.

Review of the Audited Financial Statements for 2010

Revenues are about what we anticipated. Miscellaneous income was a result of our agreement with Marsh Canada to provide preferred rates to Faculty Association members for home insurance.

It was stated in the 2009 notes, that the Faculty Association “...anticipate[d] decreased legal costs for 2010”. We are pleased to report that the 2010 total legal fees ($301,842) were in fact lower than the 2009 fees ($363,701), and in fact were lower than the 2010 budgeted figure of $350,000. Also, because the 2010-2012 collective agreement was ratified by the membership in December 2010, almost all of the $200,000 budgeted for collective bargaining interest arbitration in 2010 was not spent and remains in the Operational Reserve Fund.

Most 2010 expense categories were either in line with projected amounts or lower, with two exceptions. For Special Events, $27,000 was budgeted, but $31,742 was spent - this is related to bargaining expenses. For Benefits/EI/CPP/WCB/EFAP, $100,000 was budgeted, but $105,111 was spent – the overage was incurred to cover the cost of a workplace consultant.

2010 is the third year that the income statement is showing a surplus. As in the two previous years, the surplus that was projected for 2010 ($144,398) has been transferred to the Legal Reserve fund. The surplus in excess of the projected $144,398 for 2010 ($325,606) has been left in the Operational Reserve fund.

Approved Budget 2011

In order to continue to improve services to our membership, provision has been made in the 2011 budget to upgrade the case management software and to contract the services of IT and records management consultants. The costs for the software and the records management consultant should be a one-year expense only, but it is anticipated that the Faculty Association will require the services of an IT consultant on an ongoing basis.

It is noted that estimating legal fees is at best a difficult endeavour given the unanticipated emergence of cases that require legal advice and/or representation. With this in mind $350,000 has been budgeted for legal fees in 2011.

The 2011 budget is projecting that $237,822 will be available for transfer to the Legal Reserve Fund at the end of the year, with the usual caveat that actual outcomes are subject to unanticipated but reasonably incurred variances in revenue and expenses. Our dues continue to be modest, and we are able to provide appropriate levels of services to our members.
## Budget 2011

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<th>Audited Actual 2010</th>
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2010-2011 Faculty Association
Committees & Volunteers

In addition to the Executive Committee, the Faculty Association has five standing committees (Bargaining Preparation, Status of Women, Okanagan Faculty, Sessional Faculty and Member Services and Grievance Committee) to assist with carrying out the work and the mandate of the Association. The Chairs of these committees are elected by the membership and they also hold a seat on the Executive. The Association also has a Faculty Association Network (FAN) consisting of representatives who act as conduits of information and exchange between the Association and our membership. A special thank you to the many volunteers who help make the important work of the Faculty Association possible.

Executive Committee
President: Nancy Langton, Sauder School of Business
Vice President: Peter Nosco, Asian Studies
Treasurer protem: Mark MacLean, Mathematics
Secretary protem: Hugh Neary, Economics
Members-at-Large
Lara Boyd, Physical Therapy
Doris Doudet, Neurology
Megan Levings, Surgery
Andrew Riseman, Land & Food Systems
Margot Young, Law

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Member Services & Grievance: Kenny Kwok, Cellular & Physiological Sciences
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We would like to acknowledge the following members who have served over the past year: Darrin Lehman (Psychology), Tom Sork (Educational Studies), Michael Isaacson (Civil Engineering) and Neil Gross (Sociology)