

2012

UBC Faculty Association Annual Report





Content

President's Report

Change Continues to Happen 04

Committee Reports

Making a Better Workplace 06

Climate Change 07

Specializing in Standards of Excellence 08

Understanding Rights. Influencing Change. 09

Initiatives for Change 10

Financials

Financial Report 11

Budget 2012 12

Auditor's Report 13

Gratitude

Committee Volunteers 16

President's Report

Change Continues to Happen

Nancy Langton, President

This has been an extremely busy year at the Faculty Association and below we provide brief descriptions of a few of the big items that took time, including Collective Bargaining issues, work on pay equity, two lengthy and important arbitrations, and a change to our Income Replacement Plan.

Collective Agreement Negotiations

We signed the 2010-2012 Collective Agreement with UBC on November 19, 2010. In January 2011, we began regular meetings with the University to implement the language that was agreed to at the bargaining table. We wrapped up that process in late Spring and by early September we had already turned our minds to the 2012 round. Throughout our preparations for bargaining, we have been guided not only by the data we collected from the online survey and the face-to-face meetings with our members, but also by our Bargaining Advisory Committee and our Faculty Association Network (FAN). Having members who willingly vet our ideas, and provide input and insight is immeasurably valuable in achieving meaningful change.

We began bargaining with the University in early February 2012. Before the start of bargaining we were advised that the University was working hard to develop a

convincing savings plan to present to the Provincial government, so that a general increase will be part of the settlement.

During the last round of bargaining, we created a new teaching rank, the Professor of Teaching. This rank is the third rank in the “instructor stream” (which includes Instructor 1 and Senior Instructor). In this round, we are faced with practical decisions about the expectations of how the change in this “silo” affects its relationship to the professoriate stream.

We continue to seek better jobs for our sessional members, better benefits for all members, and fairness and transparency in investigations, evaluations, and workloads, among others. These will be guiding principles at the bargaining table.

Pay Equity

In 2010, the DATA Working Group, a committee with members appointed by the Faculty Association and Provost David Farrar, focused on a quantitative analysis of the pay equity gap that was identified in two reports released by UBC's Equity Office, first in 2007 and again in 2009. As a result of their work, along with the SMART Working Group, which focused on structural measures to prevent and redress

gender inequities amongst faculty, the Association and the University agreed to strike a committee to make recommendations for how to redress pay inequity issue and prevent future inequities from arising. The committee began its work in the Fall of last year and should be issuing a report shortly.

Arbitrations

We were involved in two arbitrations last year, one regarding a tenure denial and the second, a policy issue regarding the reappointment rights of non-continuing sessionals. We won the arbitration on the tenure denial. Arbitrator John Hall found issues with both procedural violations and on the reasonableness of the President's decision. The “reasonableness” argument concerned the lack of a clear line of analysis between the President's decision and the evidence before him. This turned, in part, on the fact that all of the lower levels had recommended in favour of tenure and the President denied tenure without providing fulsome reasons as to how he arrived at this determination. This case is now being reconsidered.

The Association and the University had a long-standing dispute over the reappointment rights of sessionals and we agreed to settle the matter





through arbitration. Although we have a preliminary agreement on the meaning of the language, which is less than what the Association was advocating, there remains an outstanding issue between us regarding the extent to which current sessionals must show that they're the best qualified person for the job, rather than the University simply hiring a new sessional "off the street" regardless of the qualification of sessionals who are already employed by the University. We will resume arbitration in the Fall on this issue.

Income Replacement Plan

As of January 1, 2012, the Faculty Association transitioned our long-term disability benefits, known as the Income Replacement Plan (IRP), from a self-insured to a fully insured plan. Although we ultimately chose to stay with Sun Life as the insurer, we were able to increase the net monthly take home of members who are on IRP, create a more equitable payment structure for all members and improve the benefits for members on a permanent partial arrangement by

decoupling current earnings from the pre-disability net monthly income.

Join the Change

We have undertaken many important initiatives over the past year. This is due to the number of faculty members and librarians who commit their time and energy to the Association to make this a better place to work for all our members. You should consider getting involved in the activities of the Association so that your voice is heard at this University.

While our Executive Committee looks at the big picture for the Association, the Member Services and Grievance Committee works with our membership services officers to help members resolve issues they face in the workplace. The Okanagan Faculty Committee pays special attention to the issues on that campus. The Sessional Faculty Committee represents the views of our sessionals, and works hard to enhance their rights. The Faculty Association Network (FAN) serves as both a sounding board to the

Executive Committee and as conduits of information for the Association and for our members. The Bargaining Advisory Committee provides advice on bargaining issues. Finally, our new Librarians and Archivists Committee will provide a formal role for librarians to participate in the work of the Association. I want to thank everyone who has served on these committees and the Status of Women Committee for their unselfish giving of time to work on behalf of our members.

Finally, I want to thank our amazing staff. They are dedicated, hard-working individuals who work on your behalf, solving problems that you encounter in the workplace. They work to make your work life at UBC better every day. Let us all show them appreciation: Deena Rubuliak (Executive Director), Nancy Lovelace (Office Manager), Ranjit Sundur (Communications Assistant) and our Membership Services Officers, Valarie Nickel, Robin Roff, and Ian Stockdale.



Membership Services & Grievance Committee

Making a Better Workplace

Kenny Kwok, Chair

The Member Services and Grievance Committee (MSGC) works closely with our Membership Services Officers (MSO) and provides assistance to Faculty Association members in resolving workplace conflicts, complaints and problems both informally and, if necessary, through formal means such as the grievance and arbitration process. The MSGC is composed of faculty members from various ranks across disciplines, units and faculties from both Vancouver and Kelowna.

During 2011, there were approximately 30 to 45 cases on file each month, which includes both new and ongoing matters. It is important to note, however, that these numbers do not include queries or any issues that were resolved prior to discussion at the committee. The MSGC meets monthly to review files and keep track of trends in workplace issues faced by the membership. In addition to making recommendations regarding individual case files arising out of the implementation, interpretation or alleged violations of the Collective Agreement, the MSGC makes recommendations to the Executive Committee on matters of broad concern, such as University Policies that may impact on the Collective Agreement and the working conditions of the membership more generally.

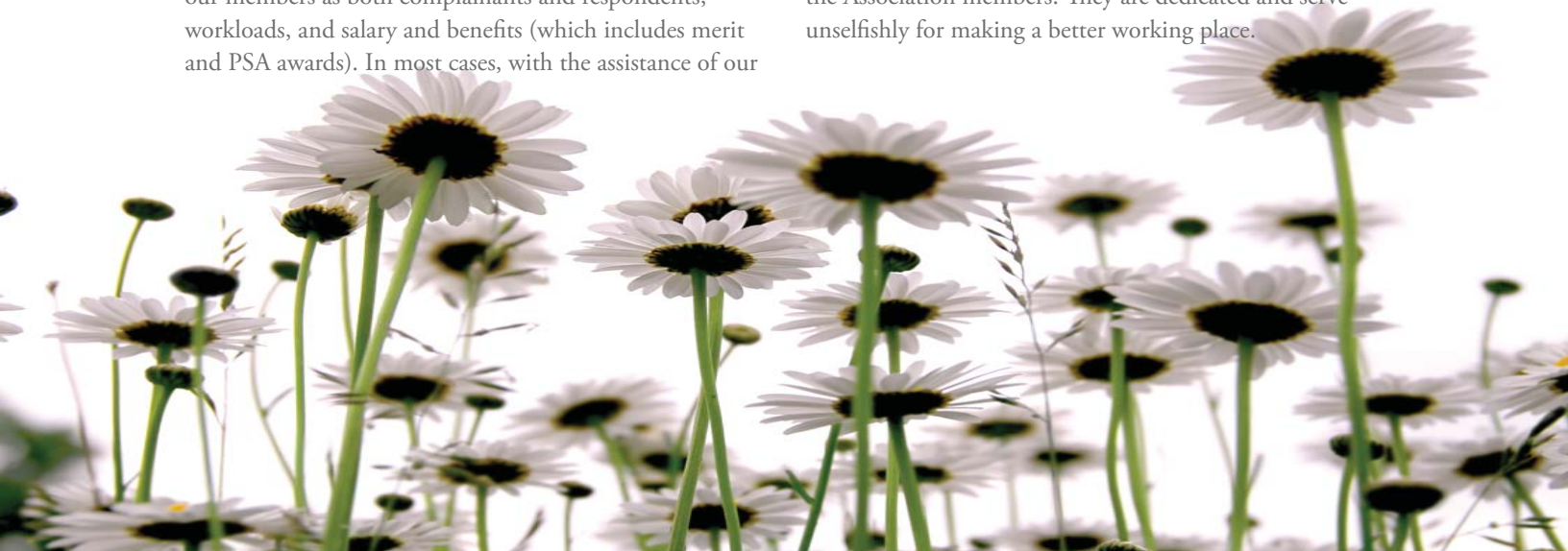
Over the past year, the MSGC discussed a diversity of issues including medical leaves and accommodations, tenure and promotion processes, investigations involving our members as both complainants and respondents, workloads, and salary and benefits (which includes merit and PSA awards). In most cases, with the assistance of our

MSOs, the complaints can be resolved informally, which is the first step in the grievance process. If, however, an informal resolution cannot be reached, the Association will file a formal written grievance with the University.

Once the Association has exhausted the grievance process, should the matter remain unresolved, the MSGC may recommend to the Executive Committee that the file be advanced to arbitration. The Executive Committee makes the final decision to advance a file to arbitration, based primarily on the merits of the case.

In 2011, the Association proceeded to arbitration on a case involving a tenure denial. In this case, the arbitrator found that the decision of the President was both unreasonable, in the legal sense of the term, and that there were procedural errors. The arbitrator referred the file back for reconsideration. We also spent a good portion of the year preparing for another mediation-arbitration process, this time regarding reappointment rights for Sessionals. This arbitration began in early 2012 and will conclude later on this year.

On a more personal note, this is the end of my fifth year service at the Faculty Association as Chair of the MSGC. I would like to thank both the staff and the members of the committee for their continuous diligence and commitment in seeking resolutions of complaints for the Association members. They are dedicated and serve unselfishly for making a better working place.





Okanagan Faculty Committee

Climate Change

Jim Johnson Chair

The role of the Okanagan Faculty Committee (OFC) is to represent the interests of faculty at Okanagan within the Faculty Association and with UBCO management. Unlike the standing committees of UBCFA the OFC is a committee of the whole (i.e., all members at UBCO) which would allow us to meet in the whole if we needed to, and pass motions on behalf of the entire membership in the Okanagan. Thus far there hasn't been any need to do so but the fact that we could is useful and, I think, important. The committee has three elected officers. As chair, I sit on the UBCFA Executive Committee, which meets monthly in Vancouver. This year, for the first time, there is another OFC member on the Executive Committee: John Wagner, who was elected as member-at-large. The OFC also has two elected vice-chairs, Mike Pidwirny and Laura Hooker, both of whom serve as members of the Member Services and Grievance Committee. Thus UBCO is well represented within UBCFA.

There continues to be significant dissatisfaction among faculty members at UBCO concerning their terms and conditions of employment. According to UBC's own data faculty here feel that promotions are not conducted fairly and that workloads are excessive. Only 27% of UBCO faculty think the balance of time for teaching, research, and service is appropriate, and only 40% are satisfied with the opportunities for research. We also find significant dissatisfaction with salaries. Salaries at UBCO are significantly lower (approximately 25% lower) than salaries at UBCV and salaries generally at UBC are problematic.

We continue to deal with a large number of grievances pertaining to workload, merit, promotion, and harassment. Currently promotion and tenure issues are particularly worrisome.

We are now entering the third phase of our existence since we acquired the campus in Vancouver in 2005. The first two years were very difficult. The arrival of Doug Owram and Abd-El-Aziz significantly changed the climate, mostly for the better (how could it have been worse). We are now moving into the third phase, with a new DVC and a new Provost. We'll see how that works out.



Senior Appointments Committee Specializing in Standards of Excellence

Kenneth Reeder, UBCFA SAC Appointee

The Association appoints a member to UBC's Senior Appointments Committee (SAC) not only to serve as a working member, but also to ensure that our members' interests under the Collective Agreement are reflected in the University's promotion and tenure review processes and in its recommendations to the President. SAC's governing document is Article 5.14 of our Agreement on Conditions of Appointment for Faculty, and its mandate is to review all appointments at and promotions in the Teaching and Research Streams, along with all tenure decisions, in the context of: (i) the provisions of this agreement; (ii) concepts of procedural fairness in the university context; (iii) consideration of appropriate standards of excellence across and within faculties and discipline.

The latter of these requirements is new to UBC, but formalizes the growing practice of assessment of colleagues against their own faculty's or discipline's standards and practices, as well as across fields where comparisons are often difficult to make. What is the standing in your specialization of publishing monographs, or chalking up conference presentations, or engaging with a professional field or cultural community outside of the academy? What are the prestigious

journals or presses, and how is this determined? Clearly, it will be increasingly incumbent upon our members to make use of narrative opportunities in their CVs and to educate their own heads of units on what their particular specializations do to meet the necessarily-broadly cast criteria for promotion and tenure set out in the Agreement. Members also ought to consult the Agreement's detailed "user's manual" for P&T matters, informally known as the SAC Guide, as well as the useful introductory article on the Faculty Association's website. Third, I'd encourage members to attend one of the workshops on Promotion and Tenure sponsored jointly by the Faculty Association and UBC Faculty Relations.

The statistical summary furnished by UBC Faculty Relations shows the status of P&T recommendations at departmental and Dean's level, along with the final decisions made by the President for all cases heard during the 2010-11 academic year. SAC forwarded 235 recommendations in relation to about 143 individual cases (tenure is linked to promotion decisions in most, though not all, cases). Of these, all but 13 of the President's ultimate decisions were positive, up slightly from the previous year's eight+ negative decisions. Worth watching is that 8 of those 13 negative decisions

were for female faculty, although they made up only about a third of the pool of candidates. These are small numbers, but we need to remain vigilant over the longer term that UBC's promotion and tenure processes—at all levels—don't contribute to the under-representation of women faculty members at senior ranks that was documented in last year's Equity Audit carried out by the Association's Status of Women Committee.

PROFESSOR						
	Head		Dean		President	
	+	-	+	-	+	-
Male	32	0	35	0	35	0
Female	16	0	14	2	14	2
Total	48	0	49	2	49	2
ASSOCIATE PROFESSOR						
	Head		Dean		President	
	+	-	+	-	+	-
Male	49	2	52	4	55	2
Female	24	4	26	5	27	4
Total	73	6	78	9	82	6
SENIOR INSTRUCTOR						
	Head		Dean		President	
	+	-	+	-	+	-
Male	1	0	1	0	1	0
Female	3	0	3	0	3	0
Total	4	0	4	0	4	0
TENURE						
	Head		Dean		President	
	+	-	+	-	+	-
Male	52	2	56	3	58	1
Female	27	3	29	4	29	4
Total	79	5	85	7	87	5

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.





Sessional Faculty Committee

Understanding Rights. Influencing Change.

Rick Gooding, Chair

The role of the Sessional Faculty Committee (SFC) is to provide networking, advocacy, and bargaining advice on behalf of the more than 700 UBC faculty who hold sessional and 12-month appointments. As part of that mandate, the chair of the SFC serves on the Faculty Association's Executive Committee and on CAUT's Contract Academic Staff Committee, which meets twice a year in Ottawa and online once a month. The SFC also sends representatives to conferences on contract faculty hosted by CAUT and COCAL (The Coalition on Contingent Academic Labour).

Since 2010, the chair of the SFC has periodically met with contract faculty in various units to help contract faculty understand their rights under the Collective Agreement and to assess differences in department culture across campus. These meetings help assess how consistently the Collective Agreement and the Agreement on Conditions of Appointment for Sessional Faculty Members are being applied, and develop an understanding of how individual departments influence working conditions that aren't defined by the Collective Agreement, including allocation of office space, access to computer technology and teaching supplies, support for research, availability of travel funds, and quality of teaching assignments. In 2011 and early 2012 meetings were held with English, CNERS (Classics, Near Eastern and Religious Studies), WAGS (Women's and Gender Studies), and CAP (Coordinated Arts Program).

During the last week of October every year, the SFC hosts activities for Fair Employment Week, during which faculty associations and educators' organizations across North America 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, and a guess-how-much-sessionals-earn contest for students.

Throughout the year, the SFC hosted social gatherings and, this year, bargaining priority sessions for contract faculty. We also answered numerous queries from our members about the Collective Agreement. At the invitation of the Status of Women Committee, we offered some advice on how contract faculty might be included in the SWC's mentoring initiative. We contributed to articles for the *CAUT Bulletin*, and posted the articles "Sessional Lecturers" and "Fair Employment Week" on Wikipedia.

I would like to thank the members of the SFC for their hard work, professionalism, and good humour, including Sarika Bose, Carellin Brooks, Charmaine Gorrie, Stephanie Spacciante, Tatiana van Riemsdijk, and Kimberly Voll. I would also like to thank the other members of the Faculty Association Executive and the staff for their ongoing support of the SFC.





Financial Report

Hugh Neary, Treasurer

The audited financial statements for 2011 and the 2012 budget as approved by the Executive Committee are attached to this report.

Review of the audited financial statements for 2011
Revenues are slightly higher than we had anticipated.

Most 2011 expense categories were either in line with projected amounts or lower, with three exceptions. For Legal Fees, \$350,000 was budgeted, but \$386,615 was spent - this overage can be attributed to higher than anticipated legal fees for two arbitrations. Efforts continue to be made to keep within budgeted amounts and \$350,000 has again been set as the amount for 2012. For Auditor's Fees, \$5,500 was budgeted, but \$7,280 was spent - this is because of an increase in fees (first adjustment in fees since 2008). For Release Time, \$80,542 was budgeted, but \$92,914 was spent - this was due to changes being made to the agreement between UBC and the Faculty Association after the preparation of the budget.

2011 is the fourth year that the income statement is showing a surplus. As in the three previous years, the surplus that was projected for 2011 (\$237,822) has been transferred to the Legal Reserve fund. The surplus in excess of the projected \$237,822 for 2011 (\$201,343) has been left in the Operational Reserve fund.

Approved budget 2012

In February 2012, the Faculty Association's bargaining team began negotiating with the Administration for the period beginning 1 July 2012.

Because of costs directly attributable to bargaining, several budget items make provision for possible increases, including Travel, Release Time and Special Events. Also, in case it becomes necessary to proceed to arbitration to reach a collective agreement favourable to our members, it was prudent to make provision for the cost of collective bargaining interest arbitration.

Provision was made in the 2011 budget to upgrade the case management software and to contract the services of IT and records management consultants. Although work was started in the 2011 fiscal year, staff turnover in several positions meant that the projects were not taken to completion in 2011. Therefore provision has again been made in Furniture & Fixtures, Computers, Case Management Software and in Contract Office Support expense accounts to complete these projects.

The 2011 budget is projecting that \$197,824 will be available for transfer to the Legal 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.



Budget 2012

	Annual Budget 2011	Audited Actual 2011	+/-	Approved Budget 2012
REVENUE				
Membership dues	2,150,000	2,277,424	127,424	2,315,000
Bank Interest	100	452	352	200
Miscellaneous	5,000	5,000	0	5,000
Total	2,155,100	2,282,876	127,776	2,320,200
EXPENSES				
Membership Expenses				
CAUT Dues	435,000	419,905	-15,095	432,000
CUFA/BC Dues	175,000	173,040	-1,960	177,000
Subtotal	610,000	592,945	-17,055	609,000
Service to Members Expenses				
Legal Fees	350,000	386,615	36,615	350,000
Collective Bargaining Interest Arbitration	0	0	0	200,000
Member Seminars	6,000	3,297	-2,703	6,000
Member Communications	22,000	8,586	-13,414	22,000
Special Events	27,000	19,068	-7,932	30,000
Standing Committees	6,000	3,847	-2,153	7,500
Subtotal	411,000	421,413	10,413	615,500
Operational Expenses				
Travel & Conference Fees	55,000	52,402	-2,598	70,000
Rental Expense	22,536	22,535	-1	22,536
Office Supplies & Expenses	15,500	16,045	545	15,500
Equip Rental & Maintenance	4,000	3,602	-398	4,000
Computer Charges (UBC)	2,500	1,636	-864	2,500
Telephone & Fax	11,000	8,269	-2,731	11,000
Miscellaneous	2,500	1,208	-1,292	2,500
Insurance	11,000	10,154	-846	11,000
Donations	5,000	1,000	-4,000	5,000
Auditor's Fees	5,500	7,280	1,780	7,840
Furniture & Fixures, Computers, Case Mgt Software	26,000	7,058	-18,942	20,000
Subtotal	160,536	131,189	-29,347	171,876
Human Resources				
Release Time	80,542	92,914	12,372	102,000
Staff Salaries	517,100	510,419	-6,681	495,000
Benefits/EI/PPP/WCB/EFAP	103,100	86,779	-16,321	94,000
Contract Office Support	20,000	242	-19,758	20,000
Staff Professional Development	10,000	5,981	-4,019	10,000
Executive Committee Professional Development	5,000	1,829	-3,171	5,000
Subtotal	735,742	698,164	-37,578	726,000
Total Expenses	1,917,278	1,843,711	-73,567	2,122,376
Transfer of Funds				
Legal Reserve Fund	237,822	237,822	0	197,824
Operational Reserve Fund	0	201,343	201,343	0
Subtotal	237,822	439,165	201,343	197,824
Total Expenses & Transfers	2,155,100	2,282,876	127,776	2,320,200





2011-2012 Faculty Association Committees & Volunteers

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: Mark Mac Lean, Mathematics

Treasurer: Hugh Neary, Economics

Secretary: Doug Brigham

Members-at-Large:

Lara Boyd, Physical Therapy

Doris Doudet, Neurology

Megan Levings, Surgery

Andrew Riseman, Land & Food Systems

John Wagner, Community, Culture & Global Studies, UBCO

Danielle Winn, Library

Standing Committee Chairs:

Bargaining Preparation: Nancy Langton, Sauder School of Business

Member Services & Grievance: Kenny Kwok, Cell. & Physiological Sci.

Okanagan Faculty: Jim Johnson, Economics, UBCO

Sessional Faculty: Rick Gooding, Arts Studies in Research & Writing

Status of Women: Margot Young, Law

Bargaining Preparation Committee

Chair: Nancy Langton, Sauder School of Business

Mark Mac Lean, Mathematics

Jim Johnson, Economics, UBCO

Bargaining Advisory Committee

Jolanta Alkesejuniene, Dentistry

Ljiljana Biukovic, Law

Jo-Anne Dillabough, Education Studies

Doris Doudet, Neurology

Rick Gooding, Arts Studies in Research & Writing

Christina Hendricks, Philosophy

Adelheid O'Brien, Central, Eastern, & Northern Europe Studies

Robert Stibravy, Digital Projects

Okanagan Faculty Committee

First Vice Chair: Michael Pidwirny, Geography, UBCO

Second Vice Chair: Laura Hooker, Biology, UBCO

Staff

Executive Director: Deena Rubuliak

Office Manager: Nancy Lovelace

Communications Assistant: Ranjit Sundur

Membership Services Officers:

Valarie Nickel

Robin Roff

Ian Stockdale

Member Services & Grievance Committee

Jennifer Baumbusch, Nursing

Doug Brigham, Library

Laura Hooker, Biology, UBCO

Elton Ngan, Psychiatry

Alex Mackay, Radiology

Scott Mackenzie, English

William McMichael, Language & Literacy Education

Michael Pidwirny, Geography, UBCO

Wendy Poole, Educational Studies

Jaclyn Rea, Arts Studies in Research & Writing

Tony Sheppard, Law

Margaret Wright, Social Work

Sessional Faculty Committee

Sarika Bose, English

Carellin Brooks, Women's Studies & Distance Education & Technology

Charmaine Gorrie, Classics, Near Eastern & Religious Studies

Stephanie Spacciante, French, Hispanic, & Italian Studies

Tatiana van Riemsdijk, History

Kimberly Voll, Computing Science

Status of Women Committee

Karen Bakker, Geography

Elizabeth Croft, Mechanical Engineering

Sylvia Fuller, Sociology

Vicki Green, Education, UBCO

Derek Gregory, Geography

Darlene Johnston, Law

Leila Harris, IRES & Women's & Gender Studies

Antony Hodgson, Mechanical Engineering

Karon MacLean, Computer Science

Kristina McDavid, Library

Janis McKenna, Physics

Pam Ratner, Nursing

Danielle Van Jaarsveld, Sauder School of Business

