

President's Update on UBC-O

Elliott Burnell, President

The issue of faculty representation at the new UBC-Okanagan campus is still unresolved. "UBC-O" was the advertised topic for discussion at the March 3 UBCFA Spring meeting -- we had hoped that this issue would have been decided by that date. The matter is still before the Labour Relations Board (LRB). I summarize below the information presented at the Spring meeting.

In 1965 the BC Government established Okanagan Regional College. In 1989 the mandate was expanded to grant baccalaureate degrees in partnership with the provincial universities. In 1995 the name was changed to Okanagan University College (OUC) to recognize the new status of granting its own baccalaureate and honorary degrees. In March 2004 the BC Government announced the division of OUC into a new Okanagan College (OC) and a new Okanagan campus of UBC, UBC-O.

UBC-O will commence operations July 1, 2005 and is anticipated to have 3000 students in September 2005. As part of the government promise of increased access to post-secondary education, the number of students is to increase to 7500 by 2009. There will have to be a sizable increase in faculty numbers to accommodate the student population.

Informal meetings between OUCFA and UBCFA were held

in the spring of 2004. In the fall of 2004 OUCFA approached UBCFA to explore possibilities for representation of faculty at the new UBC-O. At the same time the OUC faculty members received letters from the Transition Team asking them to indicate: "Where do you think your experience to date and your career goals would likely fit best? (check one of OC, UBC-O or either)". OUCFA objected to these letters because they wanted seniority rights respected in terms of choice of new employer.

In November 2004 OUCFA applied to the LRB to prevent offers of employment at UBC-O or OC from being made until transition issues were settled, and to have UBC declared the successor employer to OUC. The request to prohibit offers was denied and letters offering employment at either UBC-O or OC were sent to faculty members at OUC at the end of November 2004. At the same time the LRB indicated that UBC was likely to be declared the successor employer.

Out of 397 OUC faculty members, 192 were offered positions at UBC-O and 184 offers were accepted. UBC has advertised for forty new faculty positions. The transition issues are still unresolved, and are now before Mark Brown at the LRB.

The most recent meeting at the

*...continued on page 6
See "Kelowna"*

Upcoming Events

Promotion & Tenure Seminar

Tuesday April 5th, 3:00pm to 5:30pm, St. John's College Dining Hall, 2111 Lower Mall.

Annual General Meeting

April 7th, 12:30pm, Instructional Resource Centre (Woodward 2), 2194 Health Science Mall.

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Budget 2005 – Déjà vu all over again

Norma Wieland
President, CUFA/BC

After hearing the February 15th provincial budget speech, the casual observer could be forgiven for thinking that the financial problems of BC's universities and colleges were over. After all, the infusion of \$6 billion over three years as well as the full funding of the 25,000 student spaces announced last year do indeed appear to herald a "Golden Decade" for public post-secondary education in BC.

Unfortunately, a detailed analysis of the provincial budget figures reveals a significant discrepancy between the government's rhetoric and the dollar reality.

Using the provincial government's own inflation projections, we find that per student funding will actually drop in each of the next three years – from \$8,659 this year to \$8,131 in 2007/08, resulting in a total shortfall of \$178 million over three years.

If we accept the assertion of government officials that additional funding will be moved from other budget categories to pay for the new student spaces, per student funding still drops to \$8,197 in 2007/08 – a shortfall of \$162 million over three years.

We can't deny that the BC Liberal

government places great importance on post-secondary education. Their words and actions reflect their belief that post-secondary education is a prerequisite for a well-functioning society, a driver of the economy through research and innovation, as well as a means of preparing students for the working world.

In particular, the government has recognized that there is a system capacity problem in BC – there are simply not enough post-secondary spaces to accommodate all the qualified students. Their response has been to create new student spaces. The government has also responded to the protests of students and their parents by capping tuition fee increases at the rate of inflation (currently projected at 2% for each of the next three years). These are positive developments.

The problem is that the government has not provided sufficient funding to fulfill these goals.

Universities used to be able to look at increasing tuition fees in order to compensate for shortfalls in government funding. Obviously, this approach is problematic. It downloads public responsibility on to students and their families, saddling young people with an ever-growing debt load—at a time when the elimination of the grant program is already driving up student debt.

Capping tuition fees at the rate of inflation will make post-secondary education costs more palatable to cash-strapped students and their families. However, without a corresponding increase in the core funding to offset inflation and the growth in student numbers, it leaves universities once again scrambling to do "more with less."

Where have we seen all this before? In 1996, the NDP government made a similar mistake in freezing tuition fees *without a fully compensatory increase in core funding*. This continued for several years and the result was hiring freezes at the universities, larger classes, fewer library resources and more limited course choices for students in certain programs.

A repeat of this scenario now would have a devastating effect on our universities' ability to hire the brightest and best scholars, teachers and researchers in the current market. It would mean that students will be paying more for less – fewer resources, less access to professors, limited ability to choose the courses they want when they want them. This is not the vision presented in the government's rhetoric, but, sad to say, it is the reality of the budget figures. As Yogi Berra would say, "It's déjà vu all over again."



Officers

Elliott Burnell
Chemistry, 2-3883
President & Chair, SEBC

Brenda Peterson
Library, 2-4959
Vice President

Keith Bunnell
Library, 2-3748
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Martin Adamson
Zoology, 2-3374

David Green
Economics, 2-8216

Elizabeth Hodgson
English, 2-2358

Nancy Langton
Sauder School of
Business 2-8393

Stephen Petrina
Curriculum Studies, 2-5325

Lorraine Weir
English, 2-2942

Committee Chairs

Richard Sullivan
Social Work & Family Studies,
2-4278

Personnel Services

Elliott Burnell
Chemistry, 2-3883
Salaries & Economic Benefits

Petra Ganzenmueller
Central, Eastern and Northern
European Studies, 2-2169

Sessional Faculty Committee

To be appointed
Status of Women

Association Staff

2-3883

Rosanne Hood
Executive Director

Susan Palmer
Membership Services Officer

Brian Green
Membership Services Officer

Michelle Bogdan
**Assistant Membership
Services Officer**

Nancy Lovelace
Office Manager

Ranjit Sundur
Communications Assistant

World University Service of Canada: *Update*

Glen Peterson, *History*
Faculty Advisor, WUSC-UBC

The year 2004 marked the 25th anniversary of WUSC's Student Refugee Program. Since its inception, the program has enabled more than 700 refugee students from around the world to pursue their studies at Canadian universities and colleges. 43 of these students have come to UBC from 12 different countries, mainly from Africa. Not only does the program enable student refugees to complete their education and become productive citizens of Canada, but it enriches the education of Canadian university students by providing them with hands-on experience in refugee sponsorship and refugee issues, planning and fund-raising, financial management and cross-cultural skills.

WUSC-UBC has been actively sponsoring refugee students to study at UBC since 1981. From humble beginnings, the WUSC-UBC refugee sponsorship program has grown into one of the most successful and a model for other universities across the country. Thanks to a remarkable collaboration involving the AMS, the university administration and the UBC Faculty Association, WUSC-UBC is able to sponsor up to three refugee students each year to study at UBC--more than at any other university or college institution in the country. Students have voted through their Alma Mater Society to contribute \$1.00 of their student fees to support the living costs of the students for their first 12 months in Canada. UBC's administration contributes a full tuition bursary for the students for the duration of their academic program. UBC faculty members through their faculty association contribute an annual donation that is used to offset the costs of the students' passage to Canada and

to provide each student with a computer upon his or her arrival at UBC as well as a regular book allowance, English-language upgrading, and other resettlement costs. This year three refugee students from Sudan arrived at UBC under the program and are studying first-year Arts and Science.

To mark the 25th anniversary of the Student Refugee Program, alumni from across Canada and around the world gathered in Ottawa in

...to actually meet someone who has lived through political instability and who has lived in the refugee camps and to be able to interact with them on a personal level and to become friends is really amazing and really enlightening

October 2004 to attend the celebrations that were held to coincide with the WUSC Annual Assembly. It is interesting to note that no less than three of the four panelists who were selected by WUSC to reflect on the program's past and future were from UBC. They included Eyob Naizghi, the first refugee student to attend UBC in 1981, who is now Executive Director of MOSAIC, a Vancouver immigrant and social services agency; Chris Friesen, the student chair of the WUSC-UBC committee in 1981 and a driving force behind UBC's first student refugee sponsorship, who is now Director of Settlement Services at the Immigrant Services Society of British Columbia; also present was Pascaline Nsekera, a

former sponsored student who came to UBC from Burundi in 1997 and is now a UBC employee. Among the many aspects of the Student Refugee Program that were discussed at the Assembly were the results of a recent study of the program's impact from 1979 to 2000. The study found that both sponsored students and volunteers with the local WUSC committees have significantly higher rates of civic participation and leadership, including volunteering, membership in civic organizations, and political participation, than the average Canadian citizen. "We talk about the sponsored students and how their lives are changed, but our lives change as well" Syma Khan, student chair of WUSC-UBC in 2003-04 and now a first year medical student at UBC said recently. "You learn about these issues in class or you see them on the news, but to actually meet someone who has lived through political instability and who has lived in the refugee camps and to be able to interact with them on a personal level and to become friends is really amazing and really enlightening."

2004 was a busy year for WUSC-UBC. In April the committee was the recipient of the 2004 Helen McCrae Award presented by UBC's Campus Advisory Board on Student Development (CABSD). The award is given annually to recognize a UBC student service "that has had a positive impact on student life and student development at UBC." The WUSC-UBC committee also carried out its annual bookdrive directed at UBC faculty, staff and students. Approximately 25 cartons of new and used university texts were shipped to the UNHCR Kakuma Refugee Camp in Kenya and to universities and non-governmental organizations in Benin and Burundi.



U of T Ends Mandatory Retirement

University and Faculty Association Reach Tentative Agreement

Jessica Whiteside, Public Affairs,
University of Toronto

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Representatives of the University of Toronto and the University of Toronto Faculty Association (UTFA) have reached a tentative agreement to end mandatory retirement for faculty and librarians whose 65th birthday occurs on or after July 1, 2005. The landmark agreement, which is subject to ratification by U of T's Governing Council and the UTFA Council, also provides for early retirement and phased retirement.

Under the agreement, the university would develop senior scholar/retiree centres on its three campuses that would enable retired faculty and librarians to continue their intellectual activities and to retain their connection with the university. These centres would be a first for Canada. The agreement would also introduce substantial new flexibility in retiring arrangements, giving faculty and librarians more choices and strengthening the university's ability to retain and attract senior scholars. In addition, the agreement includes transitional arrangements for faculty and librarians who turn 65 prior to June 30, 2005 and are scheduled to retire this year.

"This is an historic occasion and an exciting new era is ahead both for the university and for its faculty and librarians who will now have a choice of when to retire," said Faculty Association President Professor George Luste. "We owe a debt of gratitude to the mediator, Kevin Burkett, who worked with both parties to achieve this landmark agreement."

The agreement must still go be-

fore Governing Council for approval and to the UTFA council for ratification.

"The ending of mandatory retirement, the introduction of new retirement options and the establishment of Senior Scholar/Retiree Centres will reinforce the University of Toronto's leadership in teaching and research and will ensure that its retired faculty and librarians have opportunities to continue to contribute to its success," said Professor Angela Hildyard, the university's vice-president (human resources and equity). "For many years, a memorandum of agreement between the university and the faculty association has provided for mandatory retirement at age 65. This provision was jointly negotiated and was seen as mutually beneficial but now, as a result of societal and institutional change, the parties have agreed that it should be discontinued."

Under the agreement, there would be no mandatory retirement date for faculty and librarians whose 65th birthday is on or after July 1, 2005. Instead, there would be a range of retirement options, including:

- The elimination of the existing Voluntary Early Academic Retirement Program as of Dec. 31, 2005. Eligible faculty and librarians who apply and are approved before Dec. 31, 2005 could set an irrevocable retirement date up to June 30, 2010.
- The pension plan would be amended for retirements on or after June 30, 2006, allowing actuarially unreduced early retirement for faculty and librarians who are age 60 or more and have 10 years of pensionable service.
- A phased retirement program

would be instituted effective July 1, 2006. This program would allow faculty members and librarians – in the three years before they are eligible for the new, unreduced early retirement, and up to age 66 – to scale down their responsibilities over a three-year period. They would continue to accrue pension based on their fully salary and with an incentive premium in the form of a retiring allowance of 75 per cent of regular salary.

- Those faculty members and librarians who chose to postpone retirement beyond 65 (which remains the normal retirement date under the pension plan) would continue to participate in the pension plan and accrue benefits. They could choose to retire in any year upon one-year's notice.

Special transitional options for those whose normal retirement date is June 30, 2005 would be communicated directly to affected faculty and librarians. To assist faculty members and librarians assess their retirement options, the university would pay for up to three hours of independent retirement counselling.



See our website for this and other news, including:

- An article by Professor Tony Sheppard, Law regarding Mandatory Retirement and the Association's duty to bargain
- A reply by Allan Black, QC regarding the legal context for these issues

<http://www.facultyassociation.ubc.ca/retirement/retirement.htm>

Sessional Sentinel

Who Is My Colleague?

Petra Ganzenmueller, Chair
Sessional Faculty Committee

At UBC, knowing who your colleague is can be a challenge -- for sessional academics more so than for anyone else. If you do not have an office of your own, or a name tag on the door; if your name, courses and credentials are not included in your department's website, the university calendar, or even the phone book; if your voice is excluded from university committees and departmental meetings alike and if your professional contributions and academic achievements are of little value to your university then this is the definition of an employer who truly does not care. It is also the mark of an employer who pays little more than lip-service to recognized societal and institutional values such as integrity, honesty, respect, inclusivity, equity and fairness. Ironically, these are the very values that it purports to teach:

Believing in the importance of an educated citizenry that contributes positively to the well-being and improvement of all, UBC will reflect the values of a civil society in our selection and recognition of faculty and staff, [...], and in the facilities we provide that will make it possible for everyone to live, work, and study here in the most supportive environment possible. This will entail equity in employment practices, a respect for social diversity, [...], and ethical business practices in the conduct of our daily affairs.
(Trek2010, Green Paper, People, p.3)

What kind of ethic does UBC practice? To cultivate a whole sub-

class of academics by discriminating against them on virtually every level certainly does not reflect the *values of a civil society* nor enable *everyone to live, work, and study [...] in the most supportive environment possible*. The foundation upon which *equity in employment practices* would need to rest at UBC has yet to be discovered. Until this happens, the *Trek2010* document rings more than a little hollow. When applying commonly adopted standards of ethical stewardship, legal responsibility and due care in judging a society, *citizenry* or organization, the UBC community is equally subject to those principles. Consequently, UBC will have to do significantly better in order to credibly stake out and in the long term uphold its claim to *excellence, equity, and mutual respect*. (*Trek2010, Green Paper, Mission statement*, p.1). These values do not come on green paper; they have to be lived and demonstrated.

Given such circumstances, knowing who your colleague *is* may be a challenge worth pursuing. After all, inclusivity begins with visibility, and this in turn is a prerequisite for change. We, the members of the Sessional Faculty Committee, know the importance of collegial networking and would like to create a **FORUM FOR SESSIONAL FACULTY TO MEET**. Last month, we contacted you electronically inviting you to our first sessional get-together, which took place on Friday February 25th. The response was overwhelmingly positive in terms of both the feedback received and the turn-out. Thank you for your involvement and participation!

Owing to the success of our inaugural meeting, we would like to turn this into a regular event depend-

ing on YOUR continued interest. Therefore, we would like to invite you to join us again to meet colleagues from across campus for an informal opportunity to bring your concerns, ask questions, share experiences and trade tips while enjoying some free beer on us.

SESSIONAL GET TOGETHER

Please mark your calendars and inform others:

Date: Thursday March 31st
Time: 3:30 - 5:00 pm
**Location: Koerner's Pub,
Thea Koerner House Graduate
Student Centre**

A short e-mail stating your intention to come would be appreciated.

Please contact Petra Ganzenmueller (pegacom@interchange.ubc.ca) to RSVP or if you have any further questions.

See you there!

We are constantly updating our sessional e-mail list. If you have not received an electronic invitation to our first sessional get-together please help us include you on the list-serve. To subscribe, please send an e-mail as follows:

To: majordomo@interchange.ubc.ca

Body: subscribe session-faculty

“Kelowna”

... continued from page 1

LRB (attended by representatives from UBC, OUC, OC, OUCFA and UBCFA) was Monday March 7, 2005. Little progress was made at this meeting and there is the definite possibility that the issues will be put before a full LRB hearing. Hence details of possible future associations between UBCFA and OUCFA remain unclear.

Our understanding of the UBC Administration’s position, taken mainly from their submission (<http://www.facultyassociation.ubc.ca/okanagan/okanagan.htm>) to the LRB in response to the OUCFA application to the LRB that included the possibility of a separate bargaining unit for faculty at UBC-O, is:

- UBC wants a single bargaining unit for faculty.

- The same academic standards will be applied to all UBC locations.
- The same admission standards will be applied to all UBC locations.
- There will be one UBC President.
- There will be one Board of Governors.
- There will be one library system.
- There will be one single student enrolment process.
- There will be a common video / distance education program.
- There will be common academic policies and procedures.
- There will be one Senior Appointments Committee.
- There will be some bridge faculties (one faculty present on both campuses) to include Engineering, Land and Food Systems, Medicine, Dentistry, and Pharmacy.
- There will be the same promotion and tenure procedures and criteria

for all, except that the tenure clock will start July 1, 2005 for those who do not yet have tenure at UBC-O.

- The right to periodic review will be based on the date of hire at OUC.
- In many cases there will be independent departments and faculties at the two campuses.
- There will be separate senates, and a council of senates (“super senate”) with equal representation of senators elected by the two campus senates.

Given that the UBC position at the LRB is one bargaining unit, it behooves us to consider one organizational structure for both campuses and to plan for that eventuality. We need to address how we shall service the Kelowna campus, and how the faculty there will fit within one bargaining unit and be represented.



Senior Instructors and the Professoriate

Success at Arbitration

Article 3.04 formed the basis of a recent arbitration between the Administration and the Faculty Association. While such promotions have happened several times in the past, it is not a frequently used provision, especially as the position of Senior Instructor requires full-time teaching and administrative work, but not research. Some individuals however, on top of that load, are able to conduct research and publish their findings, and this clause is there to deal with that situation.

The arbitration dealt with what is required to indicate scholarly activity at the level of Assistant Professor. The collective agreement states that a candidate for appointment to that level needs to demonstrate involvement in scholarly activity, or at least show potential to meet the criteria. It also covers criteria related to teaching but that was not at issue in this case.

The position of Assistant Professor is the usual entry level position

for those beginning their academic career. The other subsequent levels have increasingly stringent criteria, including that of “excellence” required for the rank of Professor. The Senior Instructor in this case had published a peer-reviewed research book, several refereed and non-refereed research articles, and has an ongoing research agenda that includes several completed book chapters. External references were used and were favourable.

Senior Instructor : Persons appointed to this rank may subsequently be promoted to professorial rank – Article 3.04, Conditions of Appointment for Faculty

The arbitrator ruled in favour of the Faculty Association, stating that there were both procedural errors and a level of unreasonableness in the Administration’s denial of promotion to this Senior Instructor. The

Administration has chosen to appeal this decision to the Labour Relations Board. Of greater concern are the rumours from numerous reliable sources that hirings for instructor positions are being put on hold. It appears that some within the University are concerned that all new Instructors will eventually become Assistant Professors in the future.

This is not a position put forward by the Faculty Association, nor did the arbitration make such a ruling. The practice is that all current Senior Instructors do not put themselves forward for the professoriate. In some individual cases in the past, as well as in this case, members have been able to meet the criteria and be promoted. In one fairly recent situation, a Senior Instructor was promoted to Associate Professor. That particular promotion did not necessitate the involvement of the Faculty Association, nor did it seem to cause a concern for the University.



Mandatory Retirement: Town Hall

On February 24th Faculty Association members attended a debate on mandatory retirement. The debate was ably moderated by David Green of Economics. Past-presidents Bill Bruneau and Richard Anstee debated the statement “Mandatory retirement should be maintained for Faculty at UBC.” The debate was spirited but good natured, and a wide range of issues were addressed, including faculty renewal and recruiting, pensions, taxation, university funding, and how male and female faculty members can be affected differently by mandatory retirement.

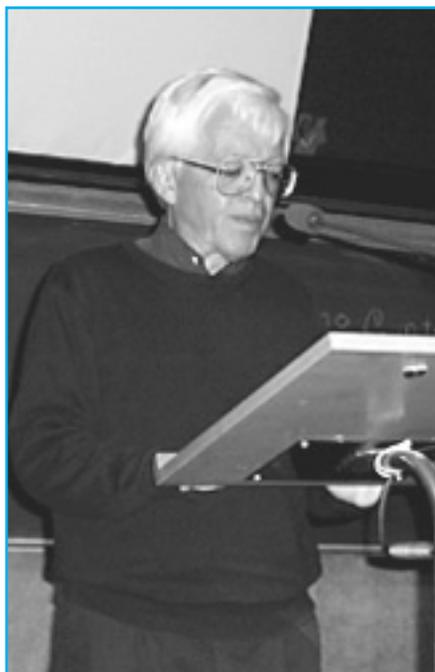
Following the debate there was discussion from the floor – most faculty members present indicated a strong desire for eliminating manda-

tory retirement, or at the very least raising the age to 69.

Many thanks to Bill Bruneau, Richard Anstee and David Green; in particular, the Faculty Association thanks Richard Anstee for filling in at the last minute when one of our original debaters was sidelined by illness.

For further discussion and information on mandatory retirement, see our web site <http://facultyassociation.ubc.ca/retirement/retirement.htm>. Faculty members are invited to join the email list-serve on this topic, faculty-retirement@interchange.ubc.ca.

To join the list-serve, send an email to majordomo@interchange.ubc.ca with “subscribe faculty-retirement” as the first line of the body of the message.



Bill Bruneau (left) and Richard Anstee (right) at the Mandatory Retirement Town Hall Meeting on February 24th, 2005

Executive Election

The following candidates have been nominated for 3 vacancies as Members-at-Large on the 2005/2006 Executive Committee:

Ljiljana Biukovic: Member-at-Large
Robert Hogg: Member-at-Large
Charles Menzies: Member-at-Large
Stephen Petrina: Member-at-Large

The following candidates have been nominated and acclaimed for 2 vacancies as Table Officers on the 2005/2006 Executive Committee:

Elizabeth Hodgson: Treasurer
Martin Adamson: Secretary

Voting Instructions

You have received candidates’ statements through campus mail, including a password for the electronic voting.

1. Go to the Faculty Association’s website:
<http://www.facultyassociation.ubc.ca/>
2. Click on the Electronic Voting link
3. To log-in, please fill in the fields:
 - a. Surname
 - b. Password (please note: you will find this info on the election package)
4. Follow the subsequent prompts

The “Electronic Voting” link takes you to an independent third-party website which runs the electronic voting. Your confidentiality is guaranteed during the entire voting process.

Electronic voting allows instantaneous return of ballots and quick counting of the ballots after the close of voting. If you do not have access to a computer, you may drop by the Faculty Association office between 8:30 a.m. and 4:30 p.m. Monday through Friday and the staff will assist you on one of the office computers. Thank you for taking the opportunity to exercise your voting rights as an Association member.

**Voting closes at 2:00 p.m.
on Thursday, April 7th, 2005.**

Promotion and Tenure Seminar

Sponsored by the
UBC Faculty Association

Tuesday April 5th
3:00pm to 5:30pm (Reception to follow seminar)

St. John's College, Dining Hall, 2111 Lower Mall

Panel: Richard Sullivan, Chair, Personnel Services Committee, UBC Faculty Association
Lorne Whitehead, VP Academic and Provost
Doug Bonn, Chair, Senior Appointments Committee

This information session, open to all faculty members, is of special interest to tenure-track faculty members and those interested in promotion. This session provides several perspectives on tenure and promotion and an opportunity to meet colleagues in an informal setting and share information about promotion and tenure. As space is limited, please pre-register. To register, email faculty@interchange.ubc.ca -- please put "RSVP Promotion/Tenure" in the subject line of your email.

Architectural Competition

From April 1-10, 2005 the designs of the three finalists for the University Boulevard Architectural competition will be on display at UBC's Helen and Morris Belkin Art Gallery. During this exhibition, UBC students, staff, faculty, alumni and campus residents will be invited to vote and comment on the final design by way of a campus wide poll. Please visit

<http://www.universitytown.ubc.ca/archcomp/exhibits.php> for more information.

Faculty Association of the University of British Columbia

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