

## President's Report

Elliott Burnell, President

### Fall General Meeting, Search for a New UBC President, and Bargaining Preparations

#### Report on General Fall Meeting

The general meeting of the UBC Faculty Association was held on October 27, 2005. This was an exciting occasion as we conducted our first joint Vancouver–Okanagan meeting using video conferencing. Motions concerning constitutional changes, mandatory retirement and a donation were put before the membership.

The first motion was a special resolution for changes to our constitution and bylaws. These changes create the Okanagan Faculty Committee (OFC),

consisting of all Faculty Association members employed by UBC at the Okanagan campus. The purpose of the committee is to provide a forum for expression of the views of its members, to assist in implementing the collective agreement and to consider matters and develop local activities specific to the Okanagan campus. I am pleased to report that the meeting adopted unanimously all proposed changes to the constitution.

The constitutional changes call for the election of three members from the OFC for three new positions. The persons elected have duties and responsibilities related to the UBCFA Executive and two of

... continued on page 3  
See "President's Report"

## Mutual Respect Strike Punishment

Dr. W. Wesley Pue  
Law

The University of British Columbia is committed to attracting the very best Faculty and Graduate Students to work and study here. In return, the University promises to treat all in a respectful fashion.

In my work as a faculty member I actively try to attract the very best

graduate students to study with us, often offering opportunities to work as teaching assistants as one incentive. Most of us also take part in the work of our departments in recruiting outstanding Faculty members to UBC. This year, for

... continued on page 6  
See "Strike Punishment"

## Upcoming Events

### Sessional Get-Together

24 November 2005 4:00pm  
Koerner's Pub, Thea Koerner House  
Graduate Student Centre  
6731 Crescent Road, Vancouver

### End of Term Celebration Vancouver

2 December 2005 3:00pm  
Green College Dining Society  
Reception Room  
6201 Cecil Green Park Road

### Kelowna

7 December 2005 2:30pm  
Okanagan Room  
Student Services Centre

### Information Session

w/ Barry McBride & Lorne Whitehead  
7 December 2005 1:00pm  
Room 026, Student Services Centre  
Kelowna

## Inside Focus

4 Between the Lines

8 Equitable Future

9 Band Aid vs Cure

12 End of Term  
Celebration

# NATIONAL DAY OF REMEMBRANCE & ACTION ON VIOLENCE AGAINST WOMEN

**December 6, 2005**

Beyond commemorating the events of the 1989 Montreal Massacre, this day presents an opportunity to pause and reflect on the phenomenon of violence against women locally and globally. Campus-based commemorative events are currently being planned – watch the UBCFA website for further details.

## CONGRATULATIONS

**Jim Johnson,  
Michael Pidwirny & Robin Dods!**

It is our pleasure to announce that these members have been acclaimed as officers of the UBC Faculty Association Okanagan Faculty Committee. We look forward to working with you.

## YOUR VIEWS

**Mandatory Retirement  
Electronic Survey**

We are conducting an electronic survey regarding the abolition of Mandatory Retirement. The survey will run from November 21 to December 5. We are mailing you information on how to participate in the survey.

## Bargaining 2006

The current collective agreement expires 30 June 2006, and we are preparing for negotiations, which we expect will commence in the spring. We will be conducting a series of meetings on campus, trying to visit as many faculties and departments as possible in order to find out more about what you would like to see discussed at the bargaining table. Also, we'll be conducting an electronic survey in the spring to help determine what the priorities will be at the bargaining table.

We invite you to contact us with your ideas -- your feedback is essential.

E: [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca)  
T: 604.822.3883

### Officers

Elliott Burnell  
Chemistry, 2.3883  
President & Chair, SEBC

Brenda Peterson  
Library, 2.4959  
Vice President

Elizabeth Hodgson  
English, 2.2358  
Treasurer

Martin Adamson  
Zoology, 2.3374  
Secretary

### Members at Large

Ljiljana Biukovic  
Law, 2.0312

David Green  
Economics, 2.8216

Nancy Langton  
Sauder School of Business, 2.8393

Charles Menzies  
Anthropology, 2.2240

Stephen Petrina  
Curriculum Studies, 2.5325

Lorraine Weir  
English, 2.2942

### Committee Chairs

Jim Johnson  
Economics, 7.9391  
Okanagan Faculty

Richard Sullivan  
Social Work & Family Studies,  
2.4278  
Personnel Services

Elliott Burnell, Chemistry &  
Brenda Peterson, Library  
Salaries & Economic Benefits

Petra Ganzenmueller  
Central, Eastern and Northern  
European Studies, 2.2169  
Sessional Faculty Committee

To be appointed  
Status of Women

### Association Staff

Vancouver: 604.822.3883  
Okanagan: 250.807.9240

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

**“President’s Report”***...continued from page 1*

the UBCFA standing committees.

- *Jim Johnson* as **Chair of the Okanagan Faculty Committee:** This position entails sitting on the UBCFA Executive Committee in addition to chairing the OFC.
- *Michael Pidwirny* as **First Vice-Chair of the Okanagan Faculty Committee:** This position involves sitting on the Personnel Services Committee (PSC) of the UBC Faculty Association.
- *Robin Dods* as **Second Vice-Chair of the Okanagan Faculty Committee:** This position involves sitting on the Salary and Economic Benefits Committee (SEBC).

Your Faculty Association thanks all members who agree to serve on its various committees. These are very busy times but the Faculty Association work is important, and valued by your colleagues.

**Mandatory Retirement**

The second motion “THAT the Faculty Association make the goal of reaching an agreement with the University to abolish mandatory retirement effective July 1, 2006 a very high priority” was amended to change the date to June 30, 2006. The discussion was by far in favour of the motion, which passed with a large majority. As noted in previous newsletters, the Faculty Association has already been considering Mandatory Retirement issues. The Joint Committee of the UBC Faculty Association and the

UBC Administration to Discuss Significant Matters of Mutual Interest committee announced in the June 2005 newsletter has met regularly and has discussed retirement options. The passing of this motion gives extra impetus to this committee to make progress in its Mandatory Retirement discussions. The Faculty Association will run an electronic survey between November 22 and December 5 in order to solicit members’ views on the various details surrounding Mandatory Retirement. The results of this survey will guide discussions and negotiations.

**“Feed the Teachers” Fund Donation**

The third motion “THAT the UBC Faculty Association immediately contributes five thousand dollars (\$5,000) to the Federation of Post-Secondary Educators (FPSE) for the exclusive use of the ‘Feed the Teachers’ Fund” led to lively discussion with arguments both for and against the motion being presented. After vigorous debate the motion was carried. Our donation has been gratefully acknowledged.

**Search for a New UBC President**

The President Search Committee continues to meet regularly and is making progress. The candidate profile has been finalized and is a public document posted along with any other publicly available information on the Board of Governor’s web site with a link from the UBC main page. The committee has looked

at approximately 90 candidates that have been nominated or suggested. The committee will continue to accept suggestions of suitable candidates for the next UBC president up to the time that it makes its final recommendation to the Board of Governors – email suggestions to Janet Wright ([jwright@jvasearch.com](mailto:jwright@jvasearch.com)).

**Preparations for Bargaining**

Our current collective agreement expires June 30, 2006. We are actively preparing for the next round of bargaining, scheduled to begin in early 2006. We have activated several committees to deal with a host of issues. There is the Bargaining Preparation and Coordination Team (BPCT) which is composed of chairs of all bargaining-related committees plus the Table Officers and chairs of FA Standing committees. The BPCT committee reports to the Executive Committee and co-ordinates the entire bargaining process. There are committees to recommend on possible changes to the four component agreements: the Faculty, Sessional, Librarian and Program Director Condition of Appointment Agreements. These committees are to report and make recommendations to the BPCT by the end of 2005. These committees are keen to hear your views on potential changes to the Agreements.

A significant committee is the Salary and Economic Benefits Committee (SEBC). The SEBC advises on bargaining strategies surrounding salary and economic

*... continued on page 7*  
See “President’s Report”

## YOUR CONTRACT - READING BETWEEN THE LINES

*This column examines various provisions of the Collective Agreement, expanding on member rights and terms and conditions of employment. Over the next year, each newsletter will explore what a given provision or set of provisions means for you as a Faculty Association member. Please send us your questions, comments and suggestions. Your feedback will help inform our priorities in the upcoming 2006 round of collective bargaining.*

# Self-Governance & Collegiality vs. Workload

*Framework Agreement Recognizing that the University is a community of scholars*

Preamble to the Agreement on the Framework for Collective Bargaining

*The University, the Association, Faculty Members, Librarians and Program Directors are committed to fostering a positive working climate of mutual respect ...*

Article 4.01 of the Agreement on the Framework for Collective Bargaining

*The Head of each academic unit shall notify members annually of the unit's general approach to workload.*

Article 13 of the Agreement on the Framework for Collective Bargaining

*... the University agrees not to change rights of or practices relating to Faculty Members or members of the bargaining unit that traditionally have been the subject of consultation and discussion without appropriate consultation and discussion at the Departmental, Faculty or University level.*

Article 17 of the Agreement on the Framework for Collective Bargaining

*The University recognizes the academic and administrative expertise of program directors, and accordingly the Associate Vice President*

Article 6 of the Agreement on Conditions of Appointment for Program Directors in Continuing Studies

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**F**rom October 28 – 30, the Harry Crowe Foundation – a charitable society that conducts research and provides education on academic freedom and autonomy – hosted a conference in Toronto on threats to freedom of teaching and research in the years since September 11, 2001. With speakers from Canada, the U.S., and Europe, representing independent researchers, faculty, and university senior administrators, the conference highlighted not only the unique challenges of the current era but also the continuity of academic freedom

as both a never-fully-realized promise and an always-critical goal. Subject-matter was far-reaching, and touched on the usual suspects of external pressure from government, commercial interests and religious authorities. Of notable interest, however – particularly as we at UBC prepare for collective bargaining in 2006 – was the reminder that academic freedom's greatest threats are not external to the university, but internal to the daily life of the academic community, and the collegial process in particular.

It may seem trite to begin with

a definition of the university as a community of scholars; indeed, not a day goes by that the latest Trek documents do not trot out this phrase as a synonym for the academy. It is, however, a concept that is central to many research-intensive universities, UBC included, and one which is the core of faculty work at UBC as well as university policies from vacation to scholarly integrity, and the collective agreement itself. True, it's hard to find a piece of paper outlining just what "community of scholars"

*... continued on page 5  
See "Between the Lines"*

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*“Between the Lines”**...continued from page 4*

really means in practice; rarely are notions of academic self-governance spelled out in any detail; nowhere is the commandment to ‘be collegial’ etched in stone. Try, though, to imagine UBC without collegial governance – without faculty service, without departmental, curriculum and review committees, without Senate?

But if the collegial process is intrinsic to everything we do, where is the threat? The difficulty is that academic governance and its attendant freedom of inquiry and expression are cultural phenomena that cannot be codified in a set of rules or dicta. As cultural practices, academic freedom and collegial governance have a symbiotic relationship and are reproduced through their application – the process of debate itself. Standards for excellence in research, for example, do not and cannot exist outside of dialogue among faculty, debates in the pages of journals, and discussions at academic conferences. No pre-determined page count can indicate the quality or currency of an idea; no list of acceptable venues for dissemination of research can ever capture the ever-expanding scope and variety of creative output.

Academic culture, like any other, lives and grows in conversation and practice. And it dies, too, through disuse, neglect and silence. And it is here that the internal threat to collegiality and debate rears its head – in the multitude of reasons that faculty do not or cannot practice academic culture on a daily basis. Ever-heavier teaching loads limit the time and energy for faculty meetings; grants and buy-outs remove faculty from

the geographic space of the department or unit; cuts to support staff and the 24-hour workday made possible by email and the internet add further to the number and variety of tasks required by faculty. These and other stresses negatively impact relationships among colleagues, with the result that reports of departmental dysfunction and even illnesses arising from isolation and conflict have risen sharply.

In the face of all this, nothing seems easier or more common-sense than to delegate decision-making to small groups or individuals. It is a survival strategy employed by faculty across UBC, across Canada, and across the world. It is, however, also profoundly dangerous as the vacuum of collective and collegial governance is increasingly replaced – whether by intent or by necessity – by unilateralism and less-than-fully-informed ‘efficiency’ measures.

This is not an exercise in ‘what-ifs’. Tensions between and among collegial governance and over-work, efficiency and fullness of debate, evolving process and strict regulation – these are at play in each and every unit, though with wide variation in specifics. Where the problem is most acutely felt at the moment is in Okanagan, where faculty are attempting to build a new university campus while simultaneously embarking upon or expanding research, offering complete degree programs, and learning how to negotiate UBC’s often-unwritten systems as individual faculty members and as cohesive units. In issues of workload distribu-

tion, hiring, evaluation, merit, lab space, research support and many others, UBC-O faculty have faced no end of conflicting and confounding messages – that UBC operates on a collegial basis, but that the authority of academic units is curtailed; that they enjoy autonomy, but that both campuses are part of a whole, seamless university; that departments can and should develop policies and procedures for academic life, but that decisions of workload, hiring, merit and promotion fall outside their purview.

With the birth of UBC-O we can see clearly both the protections and the dangers – for Vancouver and the Okanagan alike – of a system in which governance and academic freedom are protected by general concepts and cultural tradition rather than formalized rules and regulations. On the one hand, the roots of collegial governance run deep at UBC, and form the underlying basis for decisions on everything from how much photocopying is provided in a given unit to the selection of a new University President. At the same time, however, where that governance begins to break down (as in some Vancouver campus departments) or where it has not yet been firmly established (as in Kelowna), faculty are left in a vacuum, with no clear guidelines as to how to reach decisions, nor even signposts indicating which decisions are to be made or by whom or by what procedure.

It is a tricky business, then, to negotiate the maze that is collegial governance, and to mark out clear

*... continued on page 7*  
See *“Between the Lines”*

**“Strike Punishment”**

*...continued from page 1*

example, I serve on hiring committees in two departments in another faculty as well as being involved in the hiring process in my own.

All such efforts are harmed when the University acts in a fashion that is less than fully compatible with its dedication to equity and mutual respect.

As a consequence of the recent BC teachers’ strike, it was expected that a general strike of sorts would come to the lower mainland on Friday, October 21, 2005.

Although, fortunately, this failed to materialize, UBC prepared for it with numerous advance notices threatening faculty and staff. Teaching staff were told they faced dire consequences, not if they failed to “work”, but if they failed to meet a scheduled class. Had the strike developed as anticipated, the University of British Columbia would have been behind picket lines, and buses and other forms of public transit would not have run. Road access to the university would have been slowed to a crawl. An irresistible force (the University’s demand) confronted an immovable object (transportation shutdown).

Access to the campus would have been difficult for everyone, impossible for many. Those dependent on public transit would be entirely unable to commute. Aged, infirm, or differentially-abled individuals would experience especially great difficulties - and all this in the context of a province-wide school strike in which many were already experiencing scheduling difficulties surrounding child care. The psychological stress associated with crossing vigorously guarded picket lines can only be

disregarded by those who have never had the experience.

UBC various communications threatened university teachers with dire consequences for failure to teach scheduled classes. Anyone missing even a one hour class would be docked pay for the full day. No excuses allowed. Produce a physician’s note if you are ill. No notice, no hearing, no appeal, no

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**The University of British Columbia will provide its students, faculty, and staff with the best possible resources and conditions for learning and research, and create a working environment dedicated to excellence, equity, and mutual respect.**

*(Trek 2010, <http://www.trek2000.ubc.ca/GlobalJourney.html>)*

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remedy. Anyone fortunate enough not to have a scheduled class on the strike day would receive full pay without needing to account for their use of time.

This is odd behaviour in a University seeking to “Ensure that all necessary steps are taken to identify and recruit the best faculty members for any available position” (Trek 2010). In tone and content these documents were, simply,

appalling.

Faculty members do a good deal of their work in laboratories, offices, archives, libraries, and other sites off campus (someone made a decision to dock my pay during the last labour dispute - at a time when I was in another Canadian city in furtherance of my duties as a UBC Faculty member). As professionals in the most competitive fields of work our society knows, faculty are generally accountable for our own time and make our own decisions about how best to schedule our many obligations. Most of us work evenings, weekends, and in the wee hours of the morning. That is the stuff academic careers are made of. There is, in fact, no time of day or night when I can be certain that colleagues will not respond to a work related email.

UBCs punitive approach to individuals affected by the strike action of others requires the creation of a surveillance and reporting apparatus that competent, dedicated, hard-working professionals have every reason to object to.

Moreover, a punitive structure lacking even elementary due process, lacking any reasonable proportionality between “offence” and punishment and diminishing - to the vanishing point - of any value UBC attaches to either research or administrative contributions of faculty members is deeply inconsistent with the University’s mission statement and to its commitment to building a respectful community. Requiring someone who may be sick, but not in need of physician’s care,

*... continued on page 7  
See “Strike Punishment”*

*“President’s Report”**...continued from page 3*

benefits. This committee has membership drawn broadly from the membership. It is meeting bi-weekly and is currently devising an electronic questionnaire for distribution to members in January. Responses to this survey will guide and inform the SEBC and the

Association about financial goals for the next round of bargaining.

We also plan to solicit member opinions *via* a series of face-to-face meetings, also planned for January / February. In addition a Bargaining Conference is planned for later in the spring, as we get closer to actual

bargaining.

Member suggestions on bargaining issues are always welcome via email, [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca), or via fax, 604.222.0174.

*“Between the Lines”**...continued from page 5*

boundaries of protected freedoms and decision-making procedures. At the most basic is the reality that academic governance and the freedom it protects are not givens, but ongoing processes that take more time and effort than we have, but without which the university ceases to be a community of scholars and becomes instead a business like any other. More

concretely, it poses challenges for collective bargaining – to protect and deepen the processes of academic self-governance while recognizing the incredible commitments of time and energy that such processes require of already-overworked faculty; and to provide guidelines and procedures to build and rebuild self-governance where necessary, ensuring basic standards

but without imposing a one-size-fits-all template that constrains full discussion and creative, collegial, collective decision-making. It’s a challenge, certainly, and not a new one. But whether we call it post-9/11 or simply the new multi-campus reality, it is a challenge more important than ever.

*“Strike Punishment”**...continued from page 6*

to obtain a medical certificate is a senseless and irresponsible waste of medical resources.

What, then, should UBC do the next time around?

First, no one should be expected to self-report, especially for a spurious absolute liability offence lacking clear definition.

Second, if the University seeks to unilaterally dock pay, due process should be followed. This requires specific and detailed advance notice to each individual to be punished; an opportunity to respond to the University’s specific allegations against them; representation by union or legal counsel; and an appeal/ review process before an

impartial decision maker. UBC is caught in an enormous conflict of interest as cop, judge, executioner – *and* financial beneficiary of a punitive decision.

Third, punitive measures should never be applied so as to discriminate on grounds of disability, status, wealth (car vs. bus commuters or “Point Grey” vs. suburban dwellers, for example), parental status, gender, or other illegitimate grounds.

Fourth, UBC should respect the principle of proportionality and value *all* academic work. If scholars and teachers work 240 hours each month, as many do, the “cost” of missing two one-hour classes on

successive days should be 1/120<sup>th</sup> of a monthly salary, not 10%.

These are minimalist proposals, of course, and a fully civil community would engage in other discussions. There is, for example, a nonsense involved in requiring faculty to “teach” classes where a critical mass of students will predictably be absent. Moreover, an institution fully committed to the Trek 2010 goals of reflecting “*the values of a civil society in the ... recognition of faculty and staff*” might seek to accommodate conscience on less draconian terms than even a policy modified in these ways would. But those, I suppose, are other matters.

# An Equitable Future for Sessional Academics at UBC?

Petra Ganzenmueller,  
Chair, Sessional Faculty Committee

*In the face of growing challenges such as global warming, poverty, human rights abuses, viral diseases, and illiteracy, people everywhere have come to recognize the vital importance of securing a sustainable and equitable future, and striving for a tolerant and just society. Nothing will contribute more to improving the condition of life and our ability to achieve social harmony than the discovery, dissemination and application of new knowledge. (Trek2010, Research, p.5)*

When a sessional lecturer goes to teach a class at UBC their work does not differ from that of any other academic educator. The course notes, lectures, office hours and marking all draw together the three different but interconnected components that together define the academy – teaching, research and service. For sessional faculty at UBC, however, only a part of the whole – the formal teaching component – is recognized and compensated. The idea of the “teaching-only” position conveniently ignores the everyday realities of the academic work:

- that in any educational environment, there is no dissemination and application of knowledge – new or existing – that does not involve ongoing involvement with scholarship and that does not also help contribute to further scholarship;
- that service and administrative duties are part and parcel of the teaching mission, arising through curriculum development, formal and informal student advising, and ongoing collegial interaction.

In the professorial ranks, the interconnectedness of teaching, research and service is everywhere apparent, to the point that discrete duties often cannot even be identified on paper. Sessional faculty, however, are not paid for the research and service activities that come with their educational mandates, and are told with every appointment that scholarship and service play no role in the classroom. For the sessional academic, this means that non-scheduled duties like research, course preparation, student mentoring and supervision, professional development, or service, are invisible, even though they come as a direct result of their scheduled teaching duties. For the UBC administration, this means those faculty appointed sessionally can be compensated for only a portion of what they do, allowing the institution to make policy on the fiction that teaching, research and service are separable and to get two or more faculty members for the price of one, and without tenure to boot.

Teaching, research, service – all of these activities are vital and integral parts of the academic profession, and all are mutually-dependent. Yet UBC and other institutions have, for many years,

propagated the myth that one can teach without involvement in scholarship or advise students without reference to larger academic or professional affairs. And it is a myth that does damage – not only to sessional faculty, but to the notion of the academic mission as a coherent whole, and to the goal espoused by Trek 2010: a post-secondary institution that is *striving for a tolerant and just society* while aspiring *to be one of the world's best universities* (Trek 2010, vision statement). If a publicly funded university like UBC is not committed to fostering a *tolerant and just society* in its very own community, how can it credibly and honestly instill these most fundamental of societal values in any of its students?

## Sessional Get-Together Thursday, November 24, 2005

Thanks to popular demand, we will continue our sessional get-togethers. The next one will take place on Thursday, November 24, 2005. We will meet at Koerner's Pub from 4:00pm to 6:00pm, free beer included. Please mark your calendars and inform your colleagues!

# A Band Aid is Good – A Cure would be better

Norma Wieland  
President, CUFA/BC

**BC** universities project a confident face to the world – and so they should. Through the high quality teaching and research carried out at our public universities, BC can claim a proud tradition of scholarship, education and innovation.

Those of us who have struggled through the years of hiring freezes, negative funding growth and mandated unfunded student spaces could be forgiven

tuition cap.

Welcome as these announcements are, they are merely band aid measures which cannot heal the injuries to our university system that have acquired through years of under-funding.

The following table, based on annual institutional budget letters from the provincial government, clearly illustrates the plight. Starting in 2001/2002 and calculating in 2001 dollars, there is a funding deficit of minus 7.7% by 2005/06.

funding has been the famous policy to “do more with less,” but that approach has taken its toll. In an attempt to offset some of the loss of funding, tuition fees have been allowed to rise. The result of this is that students are paying higher tuition fees than ever while facing increased class sizes and decreased chances of getting into their desired program of study. As Table 2 shows, using the example of the University of Victoria, the link between the decreasing

**Table 1: Changes in BC Government Funding of Universities**

Year	Operating Grant per FTE Student (2001 \$)	Annual Change	Cumulative Change (2001/02 Base)
2001/02	\$9,921		
2002/03	\$9,871	- 0.5%	- 0.5%
2003/04	\$9,537	- 3.4%	- 3.9%
2004/05	\$9,150	- 4.1%	- 7.8%
2005/06	\$9,156	+ 0.1%	- 7.7%
2006/07	\$8,772	- 4.2%	- 11.6%
2007/08	\$8,624	- 1.7%	- 13.1 %

Source: Calculated from annual institutional budget letters

for thinking that things are beginning to improve. After all, there are promises of full funding in 2005/06 for the newly created student spaces, there is a 2% cap on tuition increases as well as is a one-time lift to the operating grants of our public universities which is expected to offset the cost of the

Without increases to operating grants to cover inflation, this will continue to rise to minus 13.1% by 2007/08. What this means, in real money, is a shortfall to university budgets of \$59 million this year (2005/06) and a whopping \$107 million by 2007/08.

One effect of this decrease in

government share of operating funds and the increases in student fees is quite direct.

Graduate education has also been severely affected by the cumulative drop in funding. In fact, it's been 11 years since there has been

... continued on page 10  
See “Band Aid”

*“Band Aid”**...continued from page 9***Table 2: University of Victoria - Source of Revenue for Operating Budget**

Year	Provincial Operating Grant	Tuition Fees - Credit	Tuition Fees - Non Credit	Other
1997/98	64.5 %	22.6 %	5.3 %	7.5 %
1998/99	64.5 %	22.7 %	5.7 %	7.1 %
1999/00	64.1 %	21.8 %	6.3 %	7.8 %
2000/01	64.9 %	20.7 %	6.3 %	8.1 %
2001/02	65.9 %	19.9 %	6.6 %	7.6 %
2002/03	61.0 %	23.9 %	6.5 %	8.6 %
2003/04	56.3 %	28.8 %	5.9 %	9.0 %
2004/05	53.6 %	31.3 %	6.1 %	9.0 %

Source: University of Victoria Audited Financial Statements

any funded growth in the number of graduate student spaces at our universities. Nevertheless, the number of available graduate spaces has increased by 36% over that period. This has meant, once again, an increase in tuition fees in an effort to cover the lack of funding – as well as the downloading of the cost of graduate education onto faculty research grants. Without the funding to sustain and enhance graduate education and without a graduate student scholarship and fellowship program, we run the risk of being hard pressed to compete with other jurisdictions for the brightest and best graduate students – the researchers and teachers of the future.

Curiosity-driven research has also come under threat. Insufficient operating grants have meant that more and more scholars are forced to find research grant support from industry or third party funding sources. While these can be productive partnerships, they are not risk free and have implications for academic freedom. Federal

support for the cost of research has been helpful, but we also need the basic provincial government funding that allows free and open-ended research to continue. True innovation is always hindered if research is primarily externally driven.

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**True innovation is  
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research is primarily  
externally driven.**

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This year there are some positive developments. The provincial government has promised to fund the mandated new spaces for 2005/06 and there has been a one-time allocation of money to operating grants. The interest in universities and post secondary education has never been higher. Now, with the provincial government projecting a revenue surplus,

CUFA/BC, in our submission to the Select Standing Committee on Finance, is urging the government to provide continued (not just one-time) inflation-offsetting increases to university operating grants, to create and fund new graduate student spaces, to create a graduate student scholarship program and to support the cost of research at BC's universities.

CUFA/BC's full submission to the Select Standing Committee on Finance and Government Services was made October 21, 2005. The complete document is available on our website, <http://www.cufa.bc.ca>.

### OFFICE CLOSURE

The UBC Faculty Association will close for the Holiday Season Friday, December 16, 2005 & will re-open on Tuesday, January 3, 2006. Staff will continue to monitor voice mail & email.

# Fair Employment Week 2005 at UBC

Again this year, *Fair Employment Week (FEW)* came to universities and colleges all across North America, including UBC. From October 24 to 28, a week of coordinated actions aimed at recognizing the valuable and essential contributions sessional academics make to teaching, scholarship and service, and illuminating the substandard pay and working conditions faced by sessional faculty. This year's FEW campaign was, as always, supported by a coalition of organizations from Canada, the US and Mexico, among many others the Canadian Association of University Teachers (CAUT), the Federation of Post-Secondary Educators (FPSE) and the American Association of University Professors (AAUP).

The Sessional Faculty Committee at the UBC Faculty Association organized the following activities during *Fair Employment Week*:

**Tuesday, October 25:** We put up 250 campaign posters – one for every two sessionals on campus – at locations with the highest concentration of sessional instructors (i.e. Buchanan Tower, Buchanan complex, Asian Studies, Education, Biology, Anthropology and Sociology). Also this year, the transnational theme uniting all participating institutions was the faceless academic (courtesy of CAUT), a common image linking posters with varying slogans to reflect the employment situation of sessional faculty at UBC.

**Wednesday, October 26:** We sent an electronic information flyer on the 7th Conference on Contingent Academic Labour, COCAL VII. This conference will be hosted by the UBC Faculty Association in collaboration with other organizations from August 10 to 13, 2006. It is a conference for and about sessional faculty and their issues and we hope you will be able to take part. Please see [www.caut.ca/cocal/](http://www.caut.ca/cocal/) for further information and watch for future updates in our faculty newsletter.

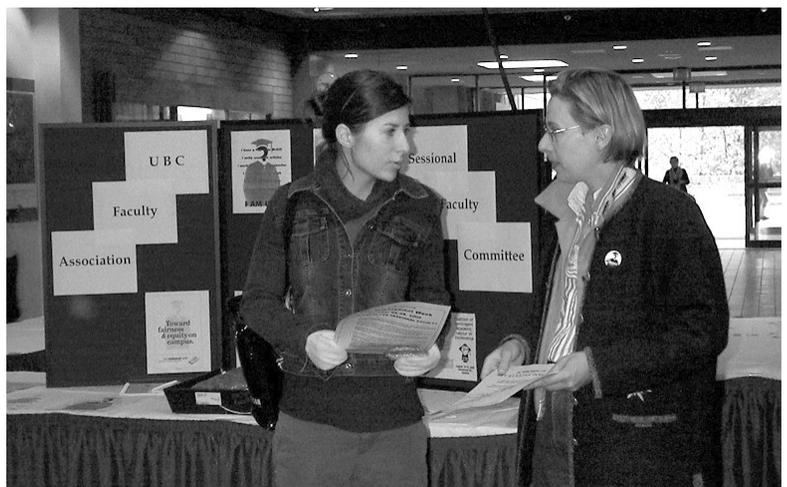
Later that day, sessional faculty met at Koerner's for our first get-together of this term. As always, we much enjoy meeting you and providing you with a forum to network and to exchange ideas, information and experiences.

**Friday, October 28:** Our traditional *Meet and Greet* took place inside the Student Union Building. Students, faculty and staff were greeted with delicious cookies along with a flyer outlining the employment conditions for sessional academics at UBC. Again this year, students told us about their educational experiences and how much they respect their sessional instructors for the commitment, expertise, professionalism, and inspiration they have provided.

*FEW* at UBC would not have been possible without all those who have generously donated their time and volunteered their efforts for making our campaign another success. They are the members of the Sessional Faculty Committee, the Faculty Association Executive and the staff of the Faculty Association. Last but not least, we thank YOU, the faculty at UBC, for participating in our events and for giving us your feedback, encouragement and support!

We welcome your comments; please contact:

Petra Ganzenmueller  
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T: 604.822.2169





Please join the us for our

# End of Term Celebration!

**Friday, December 02, 2005**

*UBC Campus, Vancouver*

3:00pm – 6:00pm

Green College Dining Society

Reception Room

6201 Cecil Green Park Road

**Wednesday, December 07, 2005**

*UBC Campus, Kelowna*

2:30pm – 4:30pm

Okanagan Room

Student Services Centre

*\*Information Session with*

*Barry McBride & Lorne Whitehead*

*Time: 1:00pm - 2:30pm*

*Location: SSC-026*

**RSVP by November 25th to 604.822.3883  
or [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca)**

**RSVP by November 29th to 604.822.3883  
or [faculty@interchange.ubc.ca](mailto:faculty@interchange.ubc.ca)**

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## Faculty Association of the University of British Columbia

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