Budget Cuts Prompt calls for Town Hall Meeting

Brenda Peterson
President

The University administration announced cuts to budgets across academic units on the Vancouver campus in May. Given the healthy provincial economy, full government funding of the recent four-year salary settlements for all bargaining units on campus, and no reports about cutbacks at the other provincial universities, UBC’s budget problems were unexpected and prompted calls for further explanation.

Last week, the Association asked Lorne Whitehead, Vice President and Provost, for a town hall meeting to provide an opportunity for members to hear more detailed information about the financial situation at UBC and the budget cuts as well as other matters of interest to members. This informal meeting was held on Thursday, June 29th. We invite members to send us information about how the cuts are affecting your department and encourage you to ask questions about the budget and to attend meetings on this issue.

Promoting the Welfare of our Members

After negotiations finished at the end of March, we anticipated a break in the hectic schedule—time for some planning and catching up on other Association business that had been set aside during bargaining. A critical issue for UBCO members emerged over the past six weeks that along with other matters has kept the office busier... continued on page 3
See “Budget Cuts”

Annual Retirees’ Luncheon

(L - R): Stephen Taylor, Paul Marantz, Richard Tees & Brenda Peterson

Inside Focus

2 Honorary Life Members
4 Available Funding & Minimum Salary Scales
5 65 is an Age, Not an Expiry Date
6 Retirees’ Luncheon
8 Disputed Visions
10 UBCO Salary Placement
**2005 / 2006 Honorary Life Members**

- Kogila Adam-Moodley, Educational Studies
- Rolf Ahrens, Curriculum Studies
- Sue Ann Alderson, Theatre, Film & Creative Writing
- Joan M A Anderson, Nursing
- Stanley Auerbach, Educational & Counselling Psychology & Special Education
- Joseph Ford Belanger, Language & Literacy Education
- Peter D Boothroyd, Community & Regional Plan
- Lynne Bowen, Theatre, Film & Creative Writing
- Joan Bryans, UBC Distance Education & Technology
- James B Carrell, Mathematics
- Cary Chien, Mathematics
- Anthony W C Chou, Medicine Department
- Melvin Comisarow, Chemistry
- Ian G Cumming, Electrical & Computer Engineering
- Anthony B Davson, English
- Robert E De Weede, Botany
- Alan W. Donald, Statistics
- Michael Sherman Duke, Asian Studies
- Allen C E Eaves, Medicine Department
- Brian Elliott, Anthropology & Sociology
- Evan Evans, Pathology
- Neil Henry Freeman, Theatre, Film & Creative Writing
- William J Godolphin, Pathology
- Anthony J Griffiths, Botany
- Kenneth J F Hall, Institute for Resources, Environment & Sustainability
- Alan Hill, Paediatrics
- Richard Hopkins, Library, Archival & Information Studies
- Basil Ho-Yuen, Obstetrics & Gynaecology
- Graham E Johnson, Anthropology & Sociology
- David R Jones, Zoology
- Richard Kerekes, Chemical & Biological Engineering
- Sunny Yoo-Sim Kim, Asian Studies
- Stewart Levitt, Teacher Education Office
- W John Livesley, Psychiatry
- Paul J Manetz, Political Science
- William H McCutcheon, Physics & Astronomy
- Peter D McLean, Psychiatry
- Sidney Mindess, Civil Engineering
- Margaret Osborne, Nursing
- Margaret R Penday, Paediatrics
- Robert W Priddy, Oral Biological & Medical Science
- Herbert Rosengarten, English
- Graham Riches, Social Work & Family Studies
- Isaac Rubio-Delgado, French, Hispanic & Italian Studies
- Donna M Shultz, Faculty of Applied Science
- David F Smith, Paediatrics
- Donald R Studden, Medicine Department
- Gloria Mann Tang, Language & Literacy Education
- Stephen Ilott Taylor, Architecture
- Richard C Tets, Psychology
- Heather Thomson-Price, Music
- Leroy D Travis, Educational & Counselling Psychology & Special Education
- Chris van Netten, Health Care & Epidemiology
- Gerald Weeks, Microbiology
- Jonathan L Wisenthal, English

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**Officers**

- Brenda Peterson, Faculty Association, 2.2651
  
  **President**

- Elizabeth Hodgson, English, 2.5101
  
  **Vice President**

- Nancy Langton, Sauder School of Business, 2.8393
  
  **Treasurer**

- Robert Hogg, Health Care & Epidemiology, 604.806.8516
  
  **Secretary**

**Members at Large**

- Lilijana Biukovic, Law, 2.0312

- Barbara Lence, Civil Engineering, 2.1365

- Charles Menzies, Anthropology, 2.2240

- Stephen Petrina, Curriculum Studies, 2.5325

- Ken Reeder, Literacy & Language Education, 2.5764

- Lorraine Weir, English, 2.2942

**Committee Chairs**

- Jim Johnson, Economics, 7.9391
  
  **Okanagan Faculty**

- Richard Sullivan, Social Work & Family Studies, 2.4278
  
  **Personnel Services**

- Brenda Peterson, Salaries & Economic Benefits

- Petra Ganzennmueller, Central, Eastern & Northern European Studies, 2.2169
  
  **Sessional Faculty**

- To be appointed
  
  **Status of Women**

**Association Staff**

- Vancouver: 604.822.3883
  
  Okanagan: 250.807.9240

- Rosanne Hood, Executive Director

- Nancy Lovelace, Office Manager

- Susan Palmer, Membership Services Officer

- Brian Green, Membership Services Officer

- Michelle Bogdan, Membership Services Officer

- Ranjit Sundar, Communications Assistant
than usual. The all-important work of promoting the welfare of members and advancing our case with the administration, I'm learning, is year round without much downtime.

**UBCO Issues**

Responding to the B.C. Labour Relations Board arbitration ruling on a grievance regarding the salary placement of colleagues transferred from the former Okanagan University College has been one of the most labour-intensive issues facing the Association. Regrettably, the University refused to place the LRB remedy in abeyance while the award is under appeal thereby requiring UBCO members to respond within very short timelines to the options provided by the LRB remedy. An enormous amount of time has been devoted to providing assistance to members in dealing with this process. It has been frustrating and stressful for the individuals involved and the results have been extremely disappointing. For a full description of this issue, please see the UBCO Salaries article on page 10 and Jim Johnson’s article *A Primer on the UBCO Salary Placement Issue* on the Association web site at [http://www.facultyassociation.ubc.ca/okanagan/](http://www.facultyassociation.ubc.ca/okanagan/).

**New Collective Agreement**

As part of finalizing the new four-year Collective Agreement, the Association and administration met several times to complete work on the details of changes to salaries, economic benefits, and contract language that were agreed to in bargaining. Martha Piper signed the new Collective Agreement on her last working day as the eleventh president of UBC in June. Printed copies of the new Collective Agreement will be mailed out to all members later in the year.

The one-time signing bonus of $3,255 was included on pay cheques in April. The administration has indicated that salary increases for 2006/2007 are not expected to appear on pay cheques until the mid-September. Increases will include a flat increase of $962 and a general increase of 1.68%, plus other salary adjustments from Career Progress Increments, Merit, Performance Salary Adjustments (PSA), as well as increases for retention and market.

The value of the career progress increment is set at $1,296.

**Productivity Lump Sum Payments**

As part of the last Collective Agreement for 2004-2006 (Article 7), you should have received a one percent lump sum payment for productivity on your 30 June 2006 pay cheque. The one-time productivity increase was paid because the University Development Office met the agreed to criteria of raising over $100 million in 2005/2006—in fact, they raised over $117 million.

We had anticipated receiving a two percent lump sum increase, however, the Office of Research Services determined in early June that the University had not achieved the target of increasing Tri-Council research funding by at least $10 million in 2005/2006 over the previous fiscal year. Although the number of Tri-Council grants awarded at UBC were up, the average value of the grants was down in the past year. For more information and a graph showing Tri-Council grants over the past ten years, see [http://www.ors.ubc.ca/stats/tri-council.htm](http://www.ors.ubc.ca/stats/tri-council.htm).

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**UBCFA Housing Listing**

[http://www.facultyassociation.ubc.ca/housing.html](http://www.facultyassociation.ubc.ca/housing.html)

The UBC Faculty Association website’s housing listing has been updated! Now you can not only post primary residences for rent or swap, but also post looking-to-rent ads.

Notices are posted for one month. Please check your notice carefully. Once submitted, changes can only be made by removing your notice and submitting a new one. Housing contacts are posted for information purposes only and neither rental properties nor landlords are investigated or endorsed by the UBC Faculty Association.
Salary Increases Effective July 1, 2006*

<table>
<thead>
<tr>
<th>Fund</th>
<th>Eligibility</th>
<th>Amount Available</th>
<th>Distribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Increase</td>
<td>All members</td>
<td>2%</td>
<td>Split between flat amount of $962 &amp; 1% of salary</td>
</tr>
<tr>
<td>Occupational Market Increase</td>
<td>All members</td>
<td>0.68% of salary</td>
<td></td>
</tr>
<tr>
<td>Career Progress Increment</td>
<td>Continuing members of the bargaining unit (not Sessional Lecturers)</td>
<td>A sum equal to 1.25% of 2005/2006 salary pool</td>
<td>In units of 0, 0.5, 1, 1.5 or 2; amount per unit for 2006/2007 is $1,296</td>
</tr>
<tr>
<td>Merit</td>
<td>Continuing members of the bargaining unit (not Sessional Lecturers)</td>
<td>A sum equal to .75% of 2005/2006 salary pool</td>
<td>In units of 1, 1.5, 2, 2.5 or 3; amount per unit same as CPI unit</td>
</tr>
<tr>
<td>PSA</td>
<td>Continuing members of the bargaining unit (not Sessional Lecturers)</td>
<td>A sum equal to 0.5% of 2005/2006 salary pool</td>
<td>In units of 1, 1.5, 2, 2.5 or 3; amount per unit same as CPI unit</td>
</tr>
<tr>
<td>Retention</td>
<td>Continuing members of the bargaining unit (not Sessional Lecturers)</td>
<td>$3.2 million over four years (applied any time over the four year agreement)</td>
<td>University Senior Administration</td>
</tr>
<tr>
<td>Signing Bonus</td>
<td>All members</td>
<td>$3,255</td>
<td>Paid out already, if not contact FA</td>
</tr>
<tr>
<td>Productivity Bonus (from last agreement)</td>
<td>All members</td>
<td>1%</td>
<td>One-time bonus payment</td>
</tr>
<tr>
<td>Market Money</td>
<td>Sauder School of Business, Nursing &amp; Library</td>
<td></td>
<td>details in Collective Agreement</td>
</tr>
</tbody>
</table>

* Salary increases are expected to appear on paycheques mid-September

Minimum Salary Scales

NOTE: On July 1st of each year of the agreement, the minimum salary scales for Sessional Faculty, including DET Sessional Faculty, and General Librarians will be increased by the general salary and occupational market increases for that year.

SESSIONAL LECTURERS
Effective July 1, 2006

<table>
<thead>
<tr>
<th>Step</th>
<th>Credits per term for full-time</th>
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<tr>
<td>1</td>
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<tr>
<td>2</td>
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<tr>
<td>8</td>
<td>$2,899</td>
</tr>
</tbody>
</table>

LIBRARIANS
Effective July 1, 2006

To be published in the next newsletter.
In 1889, German Chancellor Otto von Bismarck introduced ground-breaking social reforms entitling German workers to receive a fully-funded government pension at age 70. Since it was common for workers to continue their employment until the day they died, this reform would enable workers to live out the last few years of their lives with dignity. Unfortunately, average male life expectancy at the time was 45 years.

Between 1913 and 1929, various categories of German workers had their age of pension eligibility lowered to 65. Because of the generous public pension scheme, this became the de facto age for mandatory retirement. By the 1930’s, age 65 had become the norm for mandatory retirement in many industrialized countries.

Cut to 2006.

In contrast to the retirees of Bismarck’s time, people leaving the work force in 2006 can expect to live 13 to 14 years beyond the age of retirement. Also unlike workers in 19th-century Germany, today’s retirees are much healthier and are likely to live more of their post-retirement years without disability than has been the case in the past.

Not only has the life expectancy of workers changed in the past hundred years, but so has the nature of work. In 2005, 79% of BC’s workers were employed in service industries, which constituted 75% of the province’s Gross Domestic Product (GDP). The so-called “knowledge-intensive industries” alone constitute just over half of BC’s GDP. Consequently, not as many of today’s workers rely on their physical abilities to successfully carry out their employment responsibilities.

In 1990, the Supreme Court of Canada ruled that mandatory retirement constituted age discrimination, but that in the case of university professors such discrimination was justified under the Charter of Rights and Freedoms on the basis that the tenure system required mandatory retirement to operate effectively. The Court concluded that to the extent that tenure relieved a faculty member of the burden of performance evaluation, mandatory retirement was the trade-off faculty members had to make for that privilege.

It is questionable (despite the findings of the court) whether tenured faculty members were really free of rigorous performance evaluation in 1990. Certainly, in 2006, performance evaluation is a constant fact of life for university professors. Tenure, promotion, merit increments, internal research grant competitions, external research grant competitions, contract research, and teaching evaluations are just a few of the activities which result in an evaluation of faculty members that is far more rigorous than is usually found in the private sector. The frequency of evaluation is compounded by the fact that, unlike the private sector, these evaluations are not merely internal. Experts in the faculty member’s field from across the country and around the world weigh in on scholarly ability and performance.

Despite the assertions of university administrators in 1990 that mandatory retirement was necessary to ensure the renewal of the academy, faculty shortages in 2006 mean that administrations are scrambling to hire back many retired faculty members on term contracts—for compensation far less than their pre-retirement salary. Were employment discrimination on the basis of age illegal, the universities would be rebuked for violating the principles of pay equity in this transparent example of tightfisted behaviour.

It is for these, and many other reasons, that the Confederation of University Faculty Associations of British Columbia (CUFA/BC) has taken the position of calling for the end of mandatory retirement in British Columbia. Through campaigning for amendments to the Human Rights Code to prohibit employment discrimination against a person aged 65 or older, CUFA/BC hopes that Government of British Columbia will quickly follow the examples set by governments in Ontario, Quebec, Alberta, Manitoba, the United States, Australia, and the...
Retirees’ Luncheon 2006

On May 4, 2006, the Faculty Association hosted its annual luncheon for retiring faculty members at the University Golf Club. Warm wishes to all the retirees.

Above (L - R): Brenda Peterson, Martha Piper & Rosanne Hood
Left (L - R): David Smith & Brenda Peterson
Below (L - R): Anthony Dawson, Herbert Rosengarten & John Wisenthal
Bottom Left (L - R): James Carrell & Paul Marantz
Photos by Janis Franklin, UBC Media Group

Top Left (L - R): Lynne Bowen & Thelma Cook, Emeriti
Top Right (L - R): Sid Mindess & Mel Comisarow
Below (L - R): Elizabeth Hodgson, Bill McCutcheon & Petra Ganzenmueller
BUDGET CUTS - DISPUTED VISIONS

How can public education at UBC become more enriched or its access and equality of conditions and opportunities broadened to reach the least advantaged? Surely, for some, a vision of public education for all would be carried over into the current policies and times. A decision in May 2006 to dramatically cut the academic operating budget at UBC leaves concerned Deans, faculty and students in the dark of our fiscal policies. UBC is facing serious cuts to courses and resources to its academic programs. Faculties face 2% cuts, which are resulting in the loss of already limited cushions of discretionary funds, reductions of administrative and graduate FTE, and hiring freezes. The Faculty of Education, for example, is forced to give up $452,000 from an already constrained operating budget. The libraries are struggling with cuts to journal acquisition and renewal, and there is talk of lay-offs. UBC faculty members and librarians in Kelowna and Vancouver anticipate that all faculties will be scrambling to keep a modicum of academic integrity within their programs.

We know effects of budget cuts are distributed unevenly. Students, whom are touted to be “customers,” may now find sections of courses cancelled, programs reduced and their faculty demoralized. The demoralization and the downloading of these cuts will not be evenly distributed across the Faculties. Thus, certain Faculties will feel more stress, increases in workloads and their students will suffer the loss of an equitable vision for public university education. Student ‘customers’ will not only be scrambling to find the “Aisle Nine Blue light” registration closed, but the general offerings greatly thinned. We can see several scenarios following from the status quo of these trickle down financial cuts, all of which speak to the jeopardy public education faces at this time.

Academic operating budgets are not cut in isolation. Cuts made in one place benefit other priorities. As doors close to diverse socio-economic groups of students who may not be able to afford rising tuition costs, a few others may benefit from the large ongoing expansions of building and real estate operations. Recall that in 2002, the BC Government cut and slashed social programs, lifted the freeze on post-secondary tuition costs and deregulated tuition increases. Across the social sector of BC, the cuts were gendered, with women’s wages and work reduced, and with increased difficulties for women’s access to higher education. Provincial expenditures on post-secondary education have been stagnant for well over a decade and universities are relying more and more on tuition increases to cover operating costs.

There are several ways this story could be re-told.

Vision One

Deans of all our Faculties unite in common cause, with faculty members on-board, to raise the urgent question of why ACADEMIC rather than other budgets (namely, expensive occasional-use buildings) are to be sacrificed? The Deans and faculty members rise up and make their voices heard in a critical concerted way to ask questions about the current misplaced priorities. Concerned faculty across the campus rally in tandem to support their Deans and together with the Faculty Association, CUPE, CUFA BC, other unions and student groups, town hall meetings and public service announcements go out with concerned voices being heard as they spell out the human costs of making real estate a top priority at the sacrifice of academic programs.

Vision Two

Deans and faculty members cave-in as they scramble in a divisive context to save the bare minimum of their academic programs. To wit, program cuts are rarely reversed!!! This scenario further inscribes existing academic hierarchies of the sciences over arts, and leaves professional faculties such as Education, Nursing and Social Work at the bottom of

...continued on page 9
See “Disputed Visions”
“Disputed Visions”
...continued from page 8

the heap. It also closes the doors that have been hard won to open for diverse students. The campus begins to look like a gated community and is further isolated from the rest of the city’s dwellers.

**Vision Three**

*Dead silence. Business as usual.* Serious decisions at UBC happen just as the Summer begins and most Faculties operate with reduced academic offerings. Education for the few is enshrined. We return to a gated community.

- **We vote for Vision One and here are some steps to invite all Deans and the larger public to increase involvement over and visibility of these issues.**
  - We invite visitors to please drop by our shrine of consumption, a performance arts/theatrical memorial to the Aisle Nine of World Class Education (perform a public shopping mall style registration with closed courses and signs for the Olympian priorities but shrunken opportunities for educational equity - a good old fashioned popular street theatre demonstration of educational politics. This includes a campus walk-about to the impoverished, daily educational workplaces that seem to get little attention).
  - Juxtapose the academic budget cuts against the revenue that UBC derives from leasing property to corporate sponsors (e.g., Shoppers Drug Mart, Starbucks) and from the ultra-opportunistic expansion of real estate development of UBC Properties Trust.

Other suggestions are welcome for a couple of day's worth of events appropriately timed to get maximum attention.

“Mandatory Retirement”
...continued from page 5

European Union.

The elimination of mandatory retirement will not be without its difficulties, but these will be short-term. The transition will be made all the more smoothly if employers (including university administrations) recognize the opportunities this change will bring them and they deal creatively with the transition from employment to retirement rather than merely closing the door in the face of 65-year-olds.

In an age where governments have acknowledged so many past injustices, it’s time to end mandatory retirement and allow older British Columbians the freedom and dignity to choose how they will spend the rest of their lives.

CUFA/BC has launched a website for its campaign to eliminate mandatory retirement in British Columbia. Visit [www.AbilityNotAge.ca](http://www.AbilityNotAge.ca) after June 26th for

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**UBCFA Donation**

Dear President Peterson:

On behalf of the UBC Committee of the World University Service of Canada (WUSC-UBC) I would like to acknowledge our gratitude for the Association’s recent donation of $10,000 in April 2006. As in previous years, this donation will be used to support WUSC programming on the UBC campus over the coming years including the WUSC Student Refugee Sponsorship program, financial support for UBC students selected to participate in WUSC overseas programs, and the annual WUSC-UBC book drive, as well as various student led activities including symposia, workshops and speaker series. None of this activity would be possible without the strong support provided by UBC faculty members through their faculty association.

If you have any further questions, please do not hesitate to contact me.

Yours sincerely,

Glen Peterson
Associate Professor and
Faculty Advisor, WUSC-UBC

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When UBC expanded to Kelowna in July 2005, it acquired the main campus of the previously-existing Okanagan University-College (OUC); at the same time, UBC became the employer of approximately 200 faculty members who had previously worked at OUC. Rather than negotiate individual starting salaries with each member, however – as is the practise at the Vancouver campus – the UBC administration placed each of these ‘transferred’ faculty on the minimum salary scale. The Labour Relations Board (LRB) was called upon to review this unilateral salary placement, as well as numerous other issues relating to the transition from OUC to UBCO.

On April 26, the LRB issued its ruling, finding in favour of the Association and the former OUC Faculty Association with regards to several arguments, but then reaching a curious conclusion as to the remedy. Those UBCO faculty who had been transferred from OUC were offered an opportunity to step back in time, as though it were June 30, 2005, and UBCO had not yet been created. Their choices? To accept the unilateral salary placement, to decline employment at UBC and take a severance payment based on the former OUC collective agreement, or to negotiate a starting salary retroactively, as though they were prospective new hires. No specific directions were given as to how these options could be implemented; and all procedures resulting from this decision were to be completed prior to June 24.

The UBC Faculty Association launched an appeal of the decision, and requested that its implementation be delayed until that appeal could be heard and a workable solution developed. The University administration opposed that delay, and indicated it was prepared to move forward. On May 15 the LRB agreed, indicating the process should continue as ordered and could later be undone if a successful appeal made that necessary – transferred faculty at UBCO were to submit an indication of their choice, in writing, by May 24.

By May 24, over 60 UBCO faculty members had indicated a desire to negotiate individual salaries with UBC, as per the LRB guidelines. The Association met and exchanged correspondence with the University administration regularly to attempt to develop a process for these negotiations to take place within the time allotted. At each step, however, the administration:

- Refused to provide the criteria that would be used to assess faculty accomplishments
- Refused to ensure for peer review of CVs or collegial consultation
- Refused to commit to face-to-face negotiations with the faculty members involved or with the Association
- Refused to disclose the specifics of any budgetary constraints, or even which budgets might be considered

Rather, the UBC administration implemented a process that could not be considered negotiation in any meaningful sense of the word:

1. CV’s were received electronically, reviewed by a single administrator, and form letters, with only minor adjustments, sent out by way of response

2. The Administration offered no changes to starting salaries whatsoever except in two instances – and in these the only change was to adjust their placement on the minimum scale when it was apparent UBC had made an error in its calculation of years in rank

3. UBC refused to address any issues relating to support for research, start-up funds, or lab space, despite the fact that these are regularly included in salary negotiations when new faculty are recruited to the Vancouver campus.

UBC’s letters to faculty setting out the above were sent on a Tuesday evening; negotiations were to be complete as per the LRB order by Saturday – hardly enough time for meaningful discussion, particularly when only a single UBC administrator was responsible for the negotiations. The result? The vast majority of faculty had no opportunity at any time to meet with a representative of the administration, and they were provided... continued on page 11
See “UBCO Salaries”
with no information whatsoever on the criteria by which they were judged, or the process of review which had been used.

The Faculty Association has repeatedly raised a host of concerns regarding UBC’s handling of this situation, and made numerous efforts to discuss clear criteria and procedures to be used in the negotiation process ordered by the Board, but received as reply only repeated statements that UBC could and would act by its own terms, and on its own timelines.

Today, as the LRB-ordered process is supposed to be at its end, only two faculty members out of 63 applicants received salary adjustments, and those two only as a result of UBC’s own errors in calculating years of service. Peer-review, criteria of assessment and dialogue remain elusive. And a host of faculty members are very, very unhappy.

The Association continues with its appeal, and will seek to ensure that all members on all campuses are treated fairly in open and transparent processes. In the meantime, the minimum scale, meant to provide an absolute bottom salary per rank, has apparently become a strict salary grid for those members transferred from OUC to UBCO.

James Johnson, Associate Professor of Economics at UBCO, has produced a detailed discussion paper on the strange history of UBCO starting salaries. That document can be read in full at http://www.facultyassociation.ubc.ca/okanagan/primeronubcosalaryplacement.pdf.
UBC Faculty Association
Email Lists

We invite you to join our email distribution list(s). With our email announcements, we are able to keep our readers up-to-date with current issues, seminars and conferences. We currently use the “faculty-association” list only for announcements, but do have list(s) that allow members to be a part of email discussions regarding major issues. We request that you be a part of our email list as your comments and opinions are valued.

Please see the following if you would like to subscribe to any of our lists:

- To join the General Mailing List:
  UBC Vancouver - send an email to majordomo@interchange.ubc.ca with “subscribe faculty-association” in the first line of the body.
  UBC Okanagan - send an email to majordomo@interchange.ubc.ca with “subscribe ubco-faculty” in the first line of the body.

- To join the Sessional Faculty Mailing List:
  Send an email to majordomo@interchange.ubc.ca with “subscribe session-faculty” in the first line of the body.

If you decide to unsubscribe from any mailing list, send an email to majordomo@interchange.ubc.ca with the following command in the body of your email message:

unsubscribe list-name (i.e. faculty-association, ubco-faculty, faculty-retirement or session-faculty)

Or from an email account not listed on the mailing list

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