Why is UBC facing budget cuts? What are the budget priorities for the University? Are the costs of new buildings draining funds from academic programs? What is the proper balance between administrative and faculty positions? How transparent is the budget process? How can this be improved? Are there opportunities for faculty and staff to participate in budget planning and setting priorities for the University?

If you are interested in discussing these questions, don’t miss the town hall meeting on November 21st from 4:00 to 5:30 pm with President Stephen Toope and Provost and Vice President Academic Lorne Whitehead. Organized by the Faculty Association, this meeting will be an opportunity for you to ask questions about the University’s budget process and other issues of interest. If you can’t be there, please try to ensure that some representatives from your department are able to attend. In anticipation of a large turnout for our first meeting with Stephen Toope, we have booked Woodward IRC1 (the Instructional Resource Centre is located within the Health Sciences complex east of Health Sciences Mall).

Fall General Meeting
Greg Allain, President of Canadian Association of University Teachers and Chair of the Academic Freedom Fund, from the Academic Freedom Fund Donates $100,000 to Support UBC Faculty Association Legal Cases

(continued on page 2)
See “Budget Priorities”
University of Moncton, presented a cheque for $100,000 to the UBC Faculty Association at the Fall General Meeting on October 11th. The Trustees of the CAUT Academic Freedom Fund donated this money to assist with the legal expenses for three high-profile cases on issues of national significance, including academic freedom and intellectual property rights, the scope of bargaining authority, and the limits of presidential powers.

Another highlight of the fall meeting was a panel discussion on the issue of teaching ranks with Jim Turk, Executive Director of CAUT, Mark McLean, Instructor in Mathematics, and Elizabeth Hodgson, Associate Professor in English and Vice President of the UBC Faculty Association. All the speakers raised questions and concerns about creating a parallel rank structure for teaching-only professors. Jim Turk talked about CAUT’s policy that supports the traditional model of faculty members participating in teaching, research and service. CAUT is strongly opposed to the idea of teaching ranks for the professoriate. Mark McLean talked about members who are interested in devoting most of their time to teaching at various points in their careers and Elizabeth Hodgson raised questions about the University’s commitment to teaching and the current reward structure for teaching positions. A synopsis of her presentation is on page 6. What are your views on this topic? Please send us your comments and questions to faculty@interchange.ubc.ca.

**Income Replacement Plan Tax Issue**

On October 4th, the Association sent a broadcast message to inform all members about a serious issue regarding our Income Replacement Plan (IRP), also know as the Long-Term Disability Plan, which is fully funded by employees. The issue concerns the taxability of interest and any other gains in the trust fund for the IRP. This issue does not, as yet, affect individual contributors or beneficiaries of the IRP. We do not, in spite of repeated requests, have enough information from the University Administration to develop a sound plan to deal with this tax issue, or even to independently confirm whether taxes are payable from the IRP.

The University Administration advised us on July 28th, 2006 that it had not been paying taxes on the investment earnings of the IRP since 1984. The University Administration received information about this responsibility in 2004. The University Administration apparently subsequently entered into negotiations with the Canada Revenue Agency (CRA) regarding the payment of these accruing taxes, penalties, and interest. The constituent groups of employees who contribute to the plan were not informed of this discovery or these negotiations when they were taking place, and we have not been involved in any discussions with CRA. We... continued on page 3

See “Budget Priorities”
were advised that the University Administration entered into an agreement with the CRA for a reduced amount of taxes and interest, but the employee groups were not informed that such an agreement had been reached until after the fact. The CRA agreement is not in writing.

The University has, and continues to have, consultants who have provided guidance and direction to the University dealing with fund investments and related matters, for which these consultants have charged substantial fees.

The University also charges substantial administration fees for its involvement in the plan. In light of this, why the substantial liability to CRA was only identified in 2004 remains a mystery. Why the constituent employee groups were only advised of these issues in July 2006 (after the deal was made) also remains unanswered.

The Faculty Association has been receiving legal advice on this tax issue and we are examining our options, as have the other campus unions.

Responsibility for this serious error and liability are again questions that remain unanswered. What we know for certain is that responsibility and/or liability should not rest with the Faculty Association who played no role in either the plan’s general administration or in this particular taxation issue.

We certainly want to ensure the continued viability and stability of the plan. We are concerned about the ongoing governance of the plan, and therefore are examining management options for the future. A valuation of the IRP is currently taking place, and when we receive the results we will inform you whether any adjustments to the plan premiums (currently 0.7% of income) are necessary due to the tax issue.

We will be providing more complete information to you when the University Administration makes it available to the Faculty...
News that Burnaby-based Kingston College illegally offered degree programs for at least six years has seriously undermined the BC Government’s credibility in educational quality assurance and protecting students from shady operators.

The Degree Authorization Act, which became law in May 2002, closed a number of loopholes that had created a “grey-market” for degree-granting institutions from outside British Columbia to offer their programs in BC.

The new rules mean that no one can offer a degree program in BC without going through a process to ensure that both the institution and the program meet a minimum set of standards. The Act also gives the Minister of Advanced Education the power to go to the BC Supreme Court to get an injunction to stop anyone from violating the Act.

Despite this, prominent Vancouver businessman Michael Lo had been told in 2000, 2001 and 2004 that his Kingston College was not permitted to offer degree programs from American University in London (AUL). It appears that rather than actually ensuring that Lo had stopped offering these degrees, government officials merely told him to stop and then turned their backs on the matter.

Rather than actually ensuring [Michael] Lo had stopped offering these degrees, government officials merely told [Lo] to stop & then turned their backs on the matter.

The situation is made all the more bizarre by the fact that in 2004, Michael Lo applied to the Degree Quality Assessment Board (DQAB) for permission to operate another post-secondary institution he owns, Lansbridge University, in British Columbia. He was granted that permission on June 1, 2005.

From all of this it appears that either someone in government withheld the information about Kingston College’s illegal activities from the DQAB, or there was a massive failure in the bureaucracy that allowed this vital information to go unreported to the DQAB. Either way, the integrity of the BC degree authorization process has been severely undermined.

The lack of appropriate government oversight meant that Kingston College’s on-going violation of four BC statutes only came to light when seven students from India complained to the Private Career Training Institutions Association (PCTIA) in September 2006 that they had been working on their AUL degrees for two years, but that Kingston College failed to provide them with the promised credentials.

Something had gone awry in Kingston College’s relationship with American University in London that prevented it from giving out the degrees. It may have been a result of the successful prosecution of AUL (whose offices are above a betting shop in London) by English officials for illegally portraying itself as a university.

The solution offered by Kingston College was to ask the students for more money so they could transfer their credits and receive a degree from Wisconsin International University (WIU). Unfortunately for the students, WIU appears to be a degree mill operating out of a home office in Florida.

Kingston College officials apparently offered some students Lansbridge University MBA degrees in an attempt to hush up the whole matter. The students refused the offer on the grounds that most of them had studied for Masters of Computing Science degrees (which are not offered by Lansbridge) and Lansbridge is a virtually unknown institution.

... continued on page 5
See “Kingston Scandal”
Upcoming Positive Space Sessions

It’s that time again! New dates for the Positive Space Campaign workshops have been added to our website at www.positivespace.ubc.ca. As you may recall, Positive Space is an initiative intended to raise the visibility of welcoming and supportive places for lesbian, gay, bisexual, transgender, transsexual, two-spirit, queer, questioning and intersex (LGBQTTI) people and issues on campus. The new training dates are:

- Friday, November 3, 2006 from 9:00am - 12:30pm
- Wednesday, November 22, 2006 from 9:00am - 12:30pm
- Wednesday, November 29, 2006 from 12:00pm - 3:30pm.

Everyone is welcome to attend. Pre-registration is required. (You can register for any of the 5 workshops via the methods below.) The workshops are 3.5 hours in length, informative, interactive and a lot of fun. They attract a diverse mix of people from across the campus, including those with a lot of experience and those to whom these issues are relatively new. There’s something for everyone here.

After the initial workshop, the time commitment for volunteers is minimal. The workshops fill up quickly and we always have a waiting list so please sign up soon! Please note that all workshops cover the same material so you need only attend one. All locations TBA. To pre-register, please email me or call (contact info below) with your name, department, phone number, email address and preferred training date. You can also visit www.positivespace.ubc.ca (under “workshops”) to register online.

The Positive Space Campaign is coordinated by UBC’s Equity Office, with support from Counselling Services. If you have any questions about the Campaign or want further information, please see www.positivespace.ubc.ca or contact Anne-Marie Long at am.long@ubc.ca or 604.822.4859.

“Kingston Scandal”
...continued from page 4

Although Kingston College has been shut down, and the results of the investigation have been published on the PCTIA website, the former Kingston students are in limbo. They may be kicked out of the country when their visas expire, without their degrees, without tens of thousands of dollars in tuition and living expenses, and without the two years of their lives lost to Michael Lo’s fraudulent educational empire.

BC Advanced Education Minister Murray Coell has some hard questions to answer. First, why does he allow Kingston Education Group’s Lansbridge University to continue to operate in this province? Second, what is he going to do to help the students victimized by Kingston College? Third, how is he going to prevent this from happening again?

I absolutely love to teach, and I’m committed to doing it well. But we all feel the paradox: teaching is also hard, time-consuming, and, though personally rewarding, institutionally unrewarded. Our teaching plays no role in internal or external grant-applications, and referees for tenure-cases know nothing about our teaching performance. Only genuinely sub-standard teaching seems to affect promotion decisions. It’s hard to judge that teaching performance is of any real consequence to our success at UBC.

UBC also pays derisory salaries to most “teaching faculty,” confirming that “respect is something you can take to the bank.” I myself taught for 9 years as a full-time sessional lecturer at UBC, and the most I ever made was $38,000. It was impossible to feel that the university valued my expertise as a teacher or a scholar under those conditions. There are over 700 sessional faculty at UBC, half of them full-time. If we include UBC-O faculty who are paid less to teach more than their UBC-V colleagues, it’s clear that the university can only function because it does not pay for teaching as it is willing to pay for research.

University administrators would point to TAG, to the Scholarship of Learning Centre, to Science Education (and our new laureate). They might note that “the scholarship of teaching” is also explicitly recognized in our collective agreement as grounds for professorial promotion. UBC might also point to our 150 Instructors, who can earn tenure; who are often paid reasonably (averaging between $68,000 and $84,000); and who sometimes have reasonable workloads and support for research and professional development. Our collective agreement asserts that teachers must remain current in their fields, implying that sessional faculty and instructors are necessarily scholars with research communities.

It’s clear that the university can only function because it does not pay for teaching as it is willing to pay for research.

Is there any disadvantage to having instructors—to giving teaching careers to university faculty? Ernst Boyer imagines universities which would value equally the scholarship of discovery, the scholarship of integration, the scholarship of application, and the scholarship of teaching—so maybe yes.

Now A Reality Check:

- A UBC Dean about two years ago offered incentives to departments to convert a percentage of their sessional faculty to instructors. But this initiative was abruptly halted, just about the time that the university was challenging a major case in which a senior instructor was applying for promotion to professorial rank. The university has argued repeatedly since then that it is not appropriate for faculty to move between “teaching” and “research” positions.

- This same Dean (before this ban was enforced) did in fact authorize at least one instructor-hire—with a 4/4 teaching load, plus administration and pedagogical research. Such a load is considerably over the sessional load-limit in that Faculty, for considerably less money than instructors would make at a university college.

This tells me that administrators are willing to pay for teaching faculty as long as they can maximize the course-per-dollar load, as long as they can gain prestige from having tenure-track faculty teaching courses, and as long as they don’t have to grant either prestige or research-support to these career teachers by allowing them to move into research positions when their interests and credentials warrant. Like most employers they want to maximize “production” and keep their faculty pool either very “flexible” (fireable) or very stable (not promotable).
SO if we like the idea of career university teachers, we would have to ensure:

- workload protection
- professorial levels of pay
- evaluation which does not depend on quantitative research totals
- systems which grant faculty fulfilling careers, with varied paths for achievement and development
- funding which would compensate the university for its increased teaching costs

Without these protections, wide-spread use of the teaching-faculty concept will become simply another teaching ghetto—one with fancier bars, perhaps, but functionally the same.
Interlock’s New Service:
Web-based Health & Wellness Tools

The UBC Joint EFAP Committee is pleased to introduce web-based health and wellness tools to UBC faculty and staff and their immediate family members, effective September 1, 2006. This new web-based service, called LifeHub™, is available from our EFAP provider Interlock as part of their enhanced service offering. Your use of this service and all Interlock services are strictly confidential, anonymous, and completely voluntary.

LifeHub™ web-based services is organized around ten main content categories that will assist faculty and staff and their immediate family members to take charge of their health and wellness at home and work. The ten categories are: Stress; Health & Fitness; Parenting; Relationships; Career Skills; Leadership; Performance; Emotional Health; Personal Finance; Elder Care.

Within the ten categories, you will find a variety of information, including:

- Current health information from the National Institute of Health (NIH) and Canadian Health Network (CHN) that is reviewed by a panel of experts;
- Relevant articles providing information on a range of topics in a specific area;
- Interactive assessment tools that will allow you to evaluate your health and lifestyle habits and identify areas of risk;
- Interactive learning/training and worksheets for both professional and personal development;
- Ask-the-Expert, a feature that allows you to ask a question and receive a response within one working day (most cases) by an expert in a specific area;
- Answers to frequently asked questions, quick tips, checklists, calculators, provider search engines and other recommended resources such as websites and books.

Other features of this service include: LifeHub™ newsletter; link to MEDLINEplus search engine (where users can research a specific disease, medication, medical test or procedure); and Interlock information for managers and supervisors (handbooks for depression, substance abuse and referral training). To access LifeHub™ for the first time, visit www.lifehub.com.

Your privacy is very important to LifeHub™, a service of AlignMark, Inc. Your work/life issues are very personal and private and any information you share while utilizing the services of LifeHub™ will be protected. For questions or concerns, or to request a copy of Alignmark’s privacy policy, contact LifeHub™ directly at cservice@alignmark.com.

Please note that LifeHub™ is for informational purposes only and the information available should not be considered complete and should not be used in place of a visit, call, consultation or advice of your physician or other health care provider.

Should you have any questions about LifeHub™ services, please contact your employment group representative from the UBC Joint EFAP Committee available by visiting http://www.hr.ubc.ca/benefits/employment_group/ (select your employment group from the right, then click on Employee and Family Assistance Program - also to your right).

If you are experiencing difficulties logging in to the site or other technical difficulties, please contact a LifeHub™ Customer Service Representative at 1.800.682.4587 extension 3557 between 5am – 3pm, PST.
Salary Increases Effective July 1, 2006*

The Faculty Association is re-publishing the following information to correct information regarding the distribution of PSA funds.

<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>At discretion of Dean, based on recommendation from department**</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</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>details in Collective Agreement</td>
<td></td>
</tr>
</tbody>
</table>

* Salary increases should have been on paycheques mid-September - if not, contact the FA office. ** Please note that information published in June & September newsletter was incorrect.

Minimum Salary Scales

SESSIONAL LECTURERS
Effective July 1, 2006

<table>
<thead>
<tr>
<th>Step</th>
<th>Credits per term for full-time</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>6</td>
</tr>
<tr>
<td>1</td>
<td>$2,665</td>
</tr>
<tr>
<td>2</td>
<td>$2,697</td>
</tr>
<tr>
<td>3</td>
<td>$2,731</td>
</tr>
<tr>
<td>4</td>
<td>$2,766</td>
</tr>
<tr>
<td>5</td>
<td>$2,799</td>
</tr>
<tr>
<td>6</td>
<td>$2,833</td>
</tr>
<tr>
<td>7</td>
<td>$2,865</td>
</tr>
<tr>
<td>8</td>
<td>$2,899</td>
</tr>
</tbody>
</table>

LIBRARIANS
Effective July 1, 2006

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Minimum Salaries</th>
<th>Years of Experience</th>
<th>Minimum Salaries</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>$50,839</td>
<td>11</td>
<td>$67,373</td>
</tr>
<tr>
<td>1</td>
<td>$52,906</td>
<td>12</td>
<td>$68,406</td>
</tr>
<tr>
<td>2</td>
<td>$54,972</td>
<td>13</td>
<td>$69,439</td>
</tr>
<tr>
<td>3</td>
<td>$56,523</td>
<td>14</td>
<td>$70,473</td>
</tr>
<tr>
<td>4</td>
<td>$58,072</td>
<td>15</td>
<td>$70,991</td>
</tr>
<tr>
<td>5</td>
<td>$59,623</td>
<td>16</td>
<td>$71,506</td>
</tr>
<tr>
<td>6</td>
<td>$61,173</td>
<td>17</td>
<td>$72,024</td>
</tr>
<tr>
<td>7</td>
<td>$62,723</td>
<td>18</td>
<td>$72,539</td>
</tr>
<tr>
<td>8</td>
<td>$64,273</td>
<td>19</td>
<td>$73,057</td>
</tr>
<tr>
<td>9</td>
<td>$65,826</td>
<td>20</td>
<td>$73,574</td>
</tr>
<tr>
<td>10</td>
<td>$66,340</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.
According to the latest statistical figures from September 2006, UBC currently employs 2,256 tenure track and tenured faculty (2,028 at UBCV; 228 at UBCO) as compared to 608 limited-term faculty (576 at UBCV; 32 at UBCO). This means that 27% of faculty at UBC are “sessional”, i.e. they can only hold appointments for less than 12 months. Despite the highly problematic nature of a sessional appointment given the employment inequities that continue to exist, UBC has increased rather than decreased its use of contingent academic faculty at both campuses. Sessional faculty numbers have risen by a total of 131% (3% at UBCV; 128% at UBCO) over the same time last year.

From 30 October to 3 November, therefore, Fair Employment Week will return to UBC in order to draw attention to the low salaries, oppressive workloads and poor working conditions that define a sessional appointment in the majority of departments, schools and academic units across both campuses. Disadvantaged in many aspects of university life, this invisible or “shadow faculty” is the focus of a national poster campaign designed for all those institutions that still strive to segregate faculty into so called “teaching” and “research” streams.

This week of coordinated actions will see Faculty Associations at universities and colleges all over North America recognize the valuable and substantive contributions sessional faculty members make to the academic mission as a whole, namely to teaching, scholarship and service. It is endorsed by a coalition of organizations from Canada and the US, 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 has organized a varied program for Fair Employment Week (FEW) consisting of the following activities:

**MONDAY, 30 October & WEDNESDAY, 1 November: Poster Campaign**
- Watch out for our campaign posters at many locations across campus
- They will feature the “invisible” academic with slogans highlighting the employment situation at UBC

**TUESDAY, 31 October: FEW Letter to be sent to the UBC Administration**
- This letter will ask UBC to adopt in-principle a ten-point charter guaranteeing educational and employment equity to all faculty, staff and students
- To read this letter please goes to www.facultyassociation.ubc.ca on or after Tu, 31 Oct.

**THURSDAY, 2 November, 4:00 - 6:00 pm: Sessional Get-Together, Koerner’s Pub**
- Thea Koerner House, Graduate Student Centre, 6731 Crescent Road, UBC Campus
- Join us for a casual late afternoon of networking with colleagues while enjoying beer and food on us

**FRIDAY, 3 November, 10:00 am - 1:00 pm: Meet and Greet at the SUB, Maincourse**
- Meet members of your Faculty Association
- Discuss employment issues and voice your concerns while allowing us to treat you to a big and delicious cookie

Please see our website for updates: www.facultyassociation.ubc.ca.

We welcome your questions and value your comments, please contact Petra Ganzenmueller at pegacom@interchange.ubc.ca or 604.822.2169.
Teaching & Learning with Technology (TLT) Series
Community Building and Student Engagement
Tuesday November 21, 2006, 1:30-3:30 pm
Telestudios, 2329 West Mall (University Services Building), Rm #0110, Lower Level

Using examples from their own courses, UBC instructors will discuss the many ways technology can be used enhance student engagement and bring a sense of community to online and campus-based learning environments.

Speakers:
Judy Brown (Senior Instructor, English), Shona Ellis (Instructor, Botany), Dr. Jim Berger (Associate Head/Professor, Zoology)

UBC Faculty Association invites you to our next

TOWN HALL MEETING

with UBC President Stephen Toope &
Lorne Whitehead, Vice President Academic & Provost

Tuesday, November 21, 2006
4:00pm - 5:30pm
Woodward IRC 1

Who decides where the money goes at UBC?

• Why is UBC facing budget cuts?

• What are the budget priorities for the University?

• Are the costs of new buildings draining funds from academic programs?

• What is the proper balance between administrative and faculty positions?

• How transparent is the budget process?

• How can this be improved?

• Are there opportunities for faculty and staff to participate in budget planning & setting priorities for the University?