Welcome to the 2010-2011 academic year. I have always viewed September as a time for renewal, and a second chance to make good on New Year’s resolutions gone astray.

This academic year marks a first for me: addressing the members of the Faculty Association as your President. I’ve been involved with the Association on and off again as far back as about 1990. What I always want for the Association, and hope that in some small way my presidency will achieve, is an open, collaborative dialogue with the University administration. In my mind, the goals of the administration and the members of the Association should be the same: working together to create an outstanding environment that supports all of us doing the best we can as researchers and teachers to engage with students. I’m hoping my term will see us work with the administration closely on all issues that affect members of the Faculty Association, including Senate and BOG policies.

With such a strong will for collegiality and collaboration on my part, some of you might be wondering why we were unsuccessful in achieving a new Collective Agreement at the bargaining table. I’m an eternal optimist (sometimes to my detriment), and I entered into collective bargaining thinking that if we talked everything out with the University administration, we really would come to meaningful agreement at the bargaining table. That did not happen. To start with, the administration wanted us to accept the provincial guidelines of no general increases for two-years as a given, with no discussion. Then they wanted additional concessions from us. There is no law, no legislative mandate, dictating a two-year wage freeze. To help understand this, Ontario’s provincial government imposed a similar mandate for public sector employees. An arbitrator ruled on September 16 that the Ontario government “has no authority to impose wage freezes without taking the unpopular step of legislating them.”

That said, the FA bargaining team has some awareness of why the University administration might want to respect the province’s hopes for such an outcome. If the administration wants to achieve a wage freeze, its bargaining team simply needs to propose a settlement that might make that freeze palatable to our members. Other public-sector employers in the province have done this by making other concessions benefiting their employees.

We have had the most transparent round of bargaining I’ve seen in my 20+ years at UBC, and I am grateful for the wide support that we have received from our bargaining advisory committee and from our members in response to our various blog postings on the bargaining process. So, that brings us to interest...
When mediation failed to help us reach a deal, interest arbitration is simply the next stage in the bargaining process.

arbitration, and how we’ve ended up going that route. Anyone who has ever taken a course in negotiations learns that both before and during negotiations, it’s important to know your BATNA (Best Alternative to a Negotiated Agreement) so that you can evaluate what’s being offered by the other side. Throughout the more than 20 days of bargaining, the University offered us nothing of significance on any of the objectives we were trying to achieve in this round. In the hopes of avoiding interest arbitration, we even agreed to employ a mediator in early July. That, unfortunately, did not get us any closer to the goals you endorsed last fall.

Our Collective Agreement specifies that matters that remain unresolved after a specified time period shall be submitted to interest arbitration. It is simply the next stage in the bargaining process outlined in our Collective Agreement (Article 9.05b) and not something to be feared. In truth, the mandate of an arbitrator in interest arbitration is to attempt to replicate the settlement that would have resulted had the parties concluded collective bargaining on their own.

To help the process, we proposed mediation-arbitration to the University on September 20, to indicate that we are still open to finding solutions amongst ourselves, rather than having the outcome arbitrated. In addition, if at any time the University wants to negotiate an agreement with us rather than go to arbitration, we will go back to the table. We want the best agreement possible for our members, and we will pursue all possible avenues to get there. I remain optimistic.

As President, I value hearing from members. Feel free to email me at the Faculty Association (fa.pres@ubc.ca) at any time with any concerns, comments, and/or ideas you might have to make your Association better. Have a great fall term!

P.S. You may have noticed the photo at the top of this column. It’s of Kibera, the second largest slum in Africa. For the past five summers, I’ve taken a group of UBC students there to run three-week workshops on how to write a business plan, so that young people in Kenya can start to see a future beyond poverty. You can learn more at http://africa.sauder.ubc.ca/. I’d like to encourage you to find a way to use your talents in a volunteer effort to make this world a better place. Even better, do it with your students. It’s a wonderful way to both give back and learn.

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Murray Mollard, Executive Director

A quick note on some recent developments at the Faculty Association. We have begun a thorough review of our Income Replacement Plan (long term disability benefits) to ensure that it best meets members’ needs and has an appropriate governance structure. Stay tuned for updates. Let us know if you have any thoughts on the subject.

The newly created Faculty Association Network (FAN) of volunteer members provides a conduit to share information between the Association and our members. You can find FAN members by visiting www.facultyassociation.ubc.ca/fan.php.

Please welcome our newest Membership Services Officer: Jeff Jesse. Jeff has degrees in Law (Alberta) and Industrial Relations (Toronto) and extensive labour relations experience assisting members at the United Nurses of Alberta.

The Faculty Association has filed its reply to UBC regarding our application for leave to appeal to the Supreme Court of Canada regarding the Senate’s policy on student evaluations of teaching. For the full text of the arguments, visit www.facultyassociation.ubc.ca/currentissues.
Families (in whatever way we choose to define them) have an undeniable impact on personal health and happiness, one’s work life and one’s personal success. Recognizing this, the UBC Task Force Report on Family Responsibilities was released in early 2010 on the UBC Focus on People website. This two-phase report, prepared by a group representing faculty, staff and undergraduate and graduate students, identified key issues at UBC, and provided recommendations. Major issues identified were: UBC culture, insufficient communication, leaves, family care, and families in transition to UBC – all issues that are highly relevant to improving support for faculty and their families.

This is a carefully prepared report and the efforts of the task force are applauded. Many of the issues and recommendations are remarkably similar to those raised in other workplace studies at North American universities, including the UBC Faculty of Science Assessment Working Climate Report. While the issues raised have direct impact on Faculty Association members, one finishes the report wondering where it is going. There are no recommendations regarding milestones with a monitoring/reporting mechanism, nor have milestones been publicly communicated. Moreover, if the university is truly serious about following up on this report, why has the Faculty Association not been invited to participate in recommendations like: “develop guidelines/principles on accommodation of family responsibilities to be operationalized at Faculty, Staff and Student levels”?

There is some good news here. A new work-life relocation services centre has been implemented and new child care spaces are being developed. But none of the medium or long term recommendations have been publicly addressed (e.g., Study of impact leaves on faculty, Eldercare Committee) and some – like drop-in emergency child care – appear to have been summarily eliminated. Furthermore, there are a number of important family-centred issues that can profoundly affect faculty success that are not addressed in any specific recommendation in the report, including:

- Mechanisms for supporting leave options for eldercare/family care other than parental leave.
- Allowing accrual of sabbatical leave and/or adjusting timing to allow for family coordination/responsibilities, and opportunities to support local sabbaticals (i.e.: culture change about sabbatical).
- A transparent, equitable, policy for faculty parental leave support – specifically addressing the member’s teaching, research and administrative duties that need to be appropriately covered while the faculty member is on leave.

This last issue was raised in 2004 in the Report on Parental and Maternity Leave Policies at UBC and again in the aforementioned Faculty of Science Assessment of Working Climate report where it was specifically recommended that funds retained by departments due to a member’s leave (i.e., their salary) should be used to support the faculty member’s obligations that they normally would do if not on leave. Acting on this recommendation, the Faculty of Science has created a “Statement
Looking After Families
continued from p4

of Principles for Research Support and Teaching Reductions for Faculty Members who Take Maternity and Parental Leaves’. This statement clearly spells out the expectations for this type of support, and requires all Science departments to develop and post a policy and procedure to obtain this support. While not necessarily a perfect solution, Science has raised the bar. It remains to be seen whether, after six years of consideration, the university senior administration can do any better. The alternative is to continue to leave (mostly) untenured faculty in the difficult place of having to negotiate with their department head at one of the most challenging, stressful and sleep-deprived times of their lives (if they even feel comfortable doing that) for career related support that really ought to be a matter of course.

The concerns raised here are not new but they remain relevant for faculty and their families. So the question remains – what is the university going to do with this report? The Faculty Association looks forward to more detailed updates from UBC.

UBC families do matter – and they deserve more than just a promise.


2 www.science.ubc.ca/faculty/diversity

**FACULTY ASSOCIATION HEROES: Robert Heinkel**

The Faculty Association relies on countless hours of our members’ volunteer efforts to achieve our mandate. This month we profile Robert Heinkel, a Professor of Finance in the Sauder School of Business, who sat down in conversation with Murray Mollard, Faculty Association Executive Director.

**MM: What did you do for the Faculty Association?**
RH: The Faculty Association needed some help looking for an appropriate investment advisor to handle its investment portfolio. After identifying the Faculty Association’s needs with you and Nancy Langton [President of the Association], I contacted several investment firms whose work I know and trust (I have been in this business for over 20 years). We then met with them to go over the Association’s needs and the firms’ proposals about how they would manage the Association’s assets. Given my experience, I was able to provide advice to the Association in selecting the best fit for its needs.

**MM: How did you get involved and why did you decide to help?**
RH: Nancy Langton asked me to help and given my contacts with the local investment community, it was easy to say yes. Why wouldn’t I help out if it benefits my faculty colleagues in making sure that the Faculty Association’s investments are taken care of properly? I also enjoy interacting with the business community; I often learn something from them that I can bring back to the classroom. I also know that there are many of my faculty colleagues who are already volunteering for the Faculty Association to work on my behalf. I really appreciate their work and this was a chance for me to help out.

**MM: How was the experience and would you do it again?**
RH: Yes! Working with Nancy and you was great. It gave me another opportunity to work with the business community, see some former students which I always enjoy and make a contribution.

**MM: Would you recommend that other faculty members get involved in the work of the Association?**
RH: Every faculty member has particular expertise some of which may be easier to apply to the work of the Faculty Association than others. But if there is some expertise that the Faculty Association needs, I would certainly encourage my faculty colleagues to contribute in their own unique ways.
You are probably aware that you should take care of your physical health – exercise, watch your weight, check your cholesterol, have an annual pap smear, etc. But do you also take care of your mental health? Stress and burnout (whose symptoms include emotional exhaustion, cynicism, and personal inefficacy) are occupational hazards for university faculty members who must deal with students and administrators and competing priorities of teaching, research, service and (for some) clinical care.

Stress can cause depression, anxiety, confusion, exhaustion, or feelings of being overwhelmed. But not all stress is “bad”. Stress also helps to focus our attention and increase productivity. Avoiding stress is not possible, nor recommended. Instead, it is important to learn effective methods to cope with stress. What can you do personally? Some strategies include exercise (now shown to increase neurogenesis, the growth of new brain cells, in brain regions involved with stress regulation and memory), getting enough sleep (less than 6 hours and more than 9 hours per night has been associated with increased depression and reduced life expectancy!), meditation or yoga, spending more time outdoors (especially in the winter) and attending stress management workshops.

What can help at work? Social supports at work and home have been shown to protect against burnout and depression – support from supervisors, from colleagues, and from family/friends, in that order. So, if you are a supervisor, you should be aware of your impact on your supervisees’ mental health. If you have a supervisor, lean on them when you can. Seek out colleagues for ongoing support. Take a workshop on respectful communication skills. And, make sure you have a positive work-life balance.

Unfortunately, despite all our best efforts and even in the most “psychologically healthy” workplaces, some of us will still experience a clinical depression (called major depressive disorder) or an anxiety disorder. The good news is that there are very effective treatments, including counselling (e.g., cognitive-behaviour therapy) and antidepressant medications. Early recognition is important because the earlier the diagnosis is made, the easier it is to treat. Learn about the warning signs for depression, which include both emotional and physical symptoms.

What should you do if you have symptoms of stress, depression or anxiety? Talk to your family physician about your concerns. Alternatively, check with UBC’s Employee and Family Assistance Program (http://hr.ubc.ca/benefits/efap/) for confidential, free, counselling for work-related or personal issues. The Canadian Mental Health Association provides lots of good information on their website (www.here tohelp.bc.ca).

Remember to take good care of both your physical and mental health, for your own sake!

### Symptoms of a Major Depressive Episode

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<thead>
<tr>
<th>Diagnostic symptoms</th>
<th>Associated symptoms (may accompany depression)</th>
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<tbody>
<tr>
<td>• Depressed mood</td>
<td>• Anxiety or irritability</td>
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<tr>
<td>• Loss of interest</td>
<td>• Low self-confidence and self-esteem</td>
</tr>
<tr>
<td>• Sleep problems (insomnia or oversleeping)</td>
<td>• Cognitive distortions (negativity, pessimism)</td>
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<tr>
<td>• Appetite problems (loss of appetite or overeating)</td>
<td>• Dependent behavior</td>
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<tr>
<td>• Feelings of guilt</td>
<td>• Hallucinations or delusions</td>
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<tr>
<td>• Low energy and fatigue</td>
<td>• Sensitivity to criticism</td>
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<tr>
<td>• Poor concentration</td>
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<tr>
<td>• Feeling slowed down or agitated</td>
<td></td>
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<tr>
<td>• Thoughts about death or suicide</td>
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If you have three or more of the diagnostic symptoms, you should see your family physician & discuss how you’ve been feeling.
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GRIEVANCE RESOLVED: Vacation Pay for Sessional Faculty on Productivity Lump Sum

In July 2009 the Faculty Association learned that Sessional Faculty who receive vacation pay benefits based on their salary were not having the Productivity Lump Sum included in the salary calculation. We launched a grievance to correct this matter. We are happy to report that an agreement was reached with the University. Starting July 2010, Sessional Faculty will have the Productivity Lump Sum payment included as part of their salary for the purposes of vacation pay calculations. In addition, Sessional Faculty who received the Productivity Lump Sum payment in 2009 will retroactively receive vacation pay on that sum. Sessional Faculty entitled to these extra vacation payments should see them on their September 15 pay cheque.

UBC OKANAGAN FALL RECEPTION: 27 September @ 3:30pm

The Faculty Association invites its Okanagan members to our annual Fall Reception to welcome back UBCO faculty and to meet your newly-elected Faculty Association President, Nancy Langton (Sauder School of Business) on Monday, 27 September at 3:30pm - 5:30pm in the Arts Atrium.

FAIR EMPLOYMENT WEEK: 25-29 October

For the more than 600 sessional faculty who work at UBC, Fair Employment Week (FEW) is an opportunity to join together in solidarity and alert the wider university community to the inequitable working conditions faced by contract academic staff. The UBC Faculty Association Sessional Faculty Committee (SFC) will soon be meeting to plan this year’s activities, which will include an information booth at the SUB and a sessional get-together at UBCV. If you’d like to get involved in FEW activities, contact Rick Gooding, SFC Chair, at fasfc@ubc.ca.

For more information on FEW and Campus Equity Week, its equivalent in the United States and Mexico, check out CAUT’s pages at www.caut.ca/pages.asp?page=572.

FALL GENERAL MEETING: 28 October @ 12:30pm

UBC Faculty Association invites you to attend our Fall General Meeting on Wednesday, October 28 @ 12:30pm. The meeting will be held in IT Services/Telestudios, Room 0112, 2329 West Mall, UBCV; Arts 353B, UBCO.

END-OF-TERM CELEBRATIONS: 30 November & 2 December

Join the UBC Faculty Association for our annual End-Of-Term Celebration on: Tuesday, November 30 at 3pm in the Arts Atrium (UBCO) and Thursday, December 2 at 3:30pm at Sage Bistro (UBCV). RSVP to faculty@interchange.ubc.ca.

UBCFA EXECUTIVE COMMITTEE & STAFF

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