Welcome back from what I hope was both a restful and a productive summer!

This issue of Faculty Focus identifies a number of issues that are on my mind as we head into the 2011-2012 academic year. Preparations for the 2012 round of collective bargaining have already begun. In the next few weeks, we will be coming to your department or faculty to hear about the issues you would like us to tackle at the bargaining table, and we will be asking you to participate in an online survey on bargaining priorities (September 26 to October 10). You may recall that in the last round of bargaining, PSEC issued a two-year, zero-increase mandate for public sector employees. Robert Clift, Executive Director of CUFA BC, provides a primer on PSEC on page 6.

Two emails that the University sent over the summer caught my attention, and the attention of some of our members. One reminded faculty to be sure that any external contractors they hired assigned intellectual property rights to the University. The other noted that the University would no longer be subscribing to Access Canada, and offloaded more copyright checking responsibilities to faculty. To help you understand your rights, Robin Jane Roff, one of our Member Services Officers, has written the first article in a series we will be doing on Copyright and Intellectual Property.

The Association continues to focus on university governance issues. Professor Richard Anstee (Mathematics) adds to that dialogue with an article on page 4 questioning whether Associate Deans should serve as faculty representatives on Senate.

I am pleased to announce that following a comprehensive review process, the Faculty Association has selected a new income replacement plan and underwriting agreement. On pages 10 & 11 we provide you with some of the details of the new plan and invite you to attend our Annual General Meeting on October 13 where we will do a full presentation about what the changes mean for you.

I invite you to learn more about one of our members, Karen Bakker (Geography), who has given outstanding service to the Faculty Association, and the wider UBC community, through her work as Chair of our Status of Women Committee for the past two years. I hope that Karen will serve as an inspiration to you to consider volunteering time and talent to the Association.

Finally, late October brings with it the opportunity to honour all of the Sessional Lecturers on our campuses. Rick Gooding (English), Chair of the Sessional Faculty Committee, writes on the history and importance of Fair Employment Week on page 8.
Upcoming contract negotiations begin in early 2012, but right now, we want to hear from you! Come to the Faculty Association’s face-to-face consultations and tell us what you think. The Association is coming to your area of campus to hear your issues and answer your questions. You may have ideas for us on:

**Conditions of Appointment**
- promotion & tenure
- intellectual property
- working conditions
- workload
- retirement

**Benefits**
- child care
- study leaves
- pension
- medical & dental coverage
- professional development

**Salary**
- salary structures
- merit/ PSA
- market/ retention funds

**Sessional Faculty**
- benefits
- job security
- career path
- workload

We have planned consultations in various areas of campus for specific groups, but all members are welcome to attend any consultation.

<table>
<thead>
<tr>
<th>S</th>
<th>MON</th>
<th>TUES</th>
<th>WED</th>
<th>THURS</th>
<th>FRI</th>
<th>S</th>
</tr>
</thead>
<tbody>
<tr>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td>30</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Science</td>
<td>Land &amp; Food Systems &amp; Forestry</td>
<td>Law</td>
<td>Sessionals</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2pm – 3pm</td>
<td>12pm – 1pm</td>
<td>12:30pm – 1:30pm</td>
<td>12pm – 1pm</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CEME 1212</td>
<td>FSC 1001</td>
<td>ALLARD HALL 115</td>
<td>SCARFE 1024</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Arts, Graduate Studies, Interdisciplinary Studies &amp; Health Disciplines</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>1pm – 2pm</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>WOODWARD B79</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>30</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Sessionals</td>
<td>Arts</td>
<td>1pm – 2pm</td>
<td>Education</td>
<td>1pm – 2pm</td>
<td>1pm – 2pm</td>
</tr>
<tr>
<td></td>
<td>12pm – 1pm</td>
<td>1pm – 2pm</td>
<td>BUCH D209</td>
<td>1pm – 2pm</td>
<td>BUCH D209</td>
<td>SCARFE 1021</td>
</tr>
<tr>
<td></td>
<td>BUCH B306</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>10</td>
<td>12</td>
<td>13</td>
<td>14</td>
<td>15</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td>Program Directors</td>
<td>Librarians</td>
<td>Heads &amp; Directors</td>
<td>UBC Okanagan</td>
<td>Sauder School of Business</td>
<td></td>
</tr>
<tr>
<td></td>
<td>3pm – 4pm</td>
<td>10am – 11am</td>
<td>3pm – 4pm</td>
<td>Arts</td>
<td>2:30pm – 3:30pm</td>
<td></td>
</tr>
<tr>
<td></td>
<td>UBCFA Office</td>
<td>Dodson Room, Irving K. Barber Learning Centre</td>
<td>UBCFA Office</td>
<td>Arts</td>
<td>Location TBA</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**September**

**October**

**Thanksgiving Day**

**Sauder School of Business**

2:30pm – 3:30pm

**Location TBA**
ASSOCIATE DEANS SERVING ON SENATE AS REPRESENTATIVES OF FACULTY

Richard Anstee, Professor, Mathematics and UBCV Joint Faculties Senator

When I first arrived on Senate, I was told by President Toope about the independence of Senate from the administration and how valuable that independence was, in his view. I was also struck by the number of Associate Deans.

The 2010-2012 collective agreement removed Associate Deans from the bargaining unit, in essence deeming them ‘management’. This line between management and non-management faculty can be difficult to understand. Are those management faculty all that different from non-management faculty? Well in labour terms they have been distinguished and in free collective bargaining both sides agreed to make this distinction. I have had an interesting time on Senate but could point out many instances of management vs. non-management issues, so the distinction is relevant.

In my reading of the Universities Act, the definition of ‘faculty’, for the purpose of representatives on Senate, includes all those with a faculty position including Associate Deans, Deans, most Vice Presidents and Associate Vice Presidents among others. This definition is true for the Board of Governors as well. On Senate, we already have Deans as members and certain other management faculty are also represented. Thus having representatives of non-management faculty is all the more important. It is interesting that we have come to an understanding that Vice Presidents and Associate Vice-presidents do not serve as faculty representatives while the Universities Act makes no such distinction. I suspect that the difficulty with realizing that Associate Deans should not serve as faculty representatives comes from the recent nature of the change which makes it hard to think of Associate Deans as management faculty when only a few months ago they were non-management faculty.

Why Associate Deans on Senate and the Board of Governors is not a good idea …

It remains my view that, in order to preserve the independence of Senate, we must now refrain from having Associate Deans serve as representatives of non-management faculty on Senate and the Board of Governors. Under the current membership structure, that would mean no Associate Deans on Senate. I gather that 8 served on the 2008-2011 Senate.

There will be those who point out the fine service that Associate Deans provide on Senate and I would agree. But independent oversight is a higher priority. At the nuts and bolts level of Senate committees it remains possible to have Associate Deans serve ex officio, providing their expertise and energy.

I could offer ways to encourage greater Faculty participation on Senate and would point out the Associate Deans have their immediate boss (Deans) serve on Senate and so their contributions can be recognized. Essentially, no one in my department knows what I do on Senate. Recognition could be part of a recruitment plan for Faculty to Senate.

How should change proceed? There are several ways. First, Associate Deans should refrain from serving on Senate as faculty representatives. Darrin Lehman, an Associate Dean in Arts, is to be commended for resigning from the Board of Governors after his status changed to that of a representative of management. Second, the administration should direct the Associate Deans not to serve in this way. Finally, we could pursue the option of making changes to the Universities Act.
The SWC had banner years with the work of the SMART & DATA Committees. Thanks, Karen, for your leadership on these important projects!

IN RECOGNITION OF DISTINGUISHED SERVICE: A THANK YOU TO KAREN BAKKER

Megan Levings & Lara Boyd, Members-At-Large, Executive Committee

Although many of us often think about how the working climate at UBC could be improved to enable all faculty members to excel, few of us are willing to dedicate the time and energy needed to advocate for such change. When we first joined the Status of Women Committee (SWC) in 2008, it was already clear that female faculty continue to remain at a significant disadvantage compared to their male counterparts. For example, on average, women at UBC are paid less, promoted less often and more slowly, and less likely to win awards. When Karen Bakker was elected as Chair of the SWC in 2009 she was ready to tackle these challenges.

Achieving gender pay equity has been a long-standing issue at UBC, and indeed at most large institutions in Canada and the US. Although the concept of “equal work for equal pay” had been federally legislated for many years, achieving long-lasting parity requires systemic changes to working climates as well as persistent and dedicated champions. The Faculty Association was extremely fortunate to have Karen Bakker as that champion for the past 2 years.

Under Karen’s leadership, the SWC was revitalized and, by working together with the administration, has made significant progress towards making this university a better place to work. Some specific outcomes from Karen's work over the past two years include the creation of a new Senior Advisor to the Provost whose mandate will be focused on women faculty at UBC, and the creation of the joint Faculty Association and Administration DATA and SMART Working Groups on pay equity for women faculty. The DATA committee conducted a quantitative analysis of gender-related pay inequity at UBC’s Vancouver campus, work that will directly contribute to a negotiated settlement for redress. The SMART committee designed mechanisms to change some of the structural causes of pay inequities. Without Karen’s commitment and dedication to these committees, this remarkable progress - which will ultimately improve the working climate at UBC for all faculty - would not have been possible.

Astonishingly, beyond her work for the SWC, over the past two years Karen continued to manage her internationally-recognized research program and recently received both a Canada Research Chair and a “Top 40 Under 40” award, an award which is given to leaders who are shaping Canada's future.

As members of the SWC, and on behalf of the Faculty Association, we wish to express our gratitude to Karen for bringing her leadership, vision, energy and dedication to her role as Chair and revitalizing this important committee. We have been inspired by Karen and feel fortunate to have worked with her to help bring tangible and extremely positive change to the working conditions of faculty members at UBC.

CALL FOR VOLUNTEERS FOR THE STATUS OF WOMEN COMMITTEE

The Status of Women Committee (SWC) is a standing committee of the UBC Faculty Association Executive Committee. The SWC’s task is to facilitate and engage in networking, advocacy, and policy development for women members of the Faculty Association. The Committee currently has a few spots for new members, and in order to increase our diversity, we are particularly interested in finding Instructors and Sessional Lecturers who are willing to volunteer. SWC Members are appointed for one year. Interested faculty should contact the Chair, Margot Young (Law) at myoung@law.ubc.ca.
Stripped of its technical details, bargaining is about creating and maintaining a relationship. The two sides need each other, and the negotiation of a contract is the ritual by which they determine how they’re going to get along for years to come. Such mutual dependence is difficult enough to manage between two people. But when one of them is continually on a cell phone trying to make sure the ambitions of an overweening parent are satisfied, it is a recipe for dysfunction. University administrators and faculty associations have been following this recipe for the past 18 years.

In this case, the overweening parent is the Public Sector Employers’ Council (PSEC). Established in 1993 by the then NDP government, the legislated purposes of PSEC are to ensure coordination of human resource policies and collective bargaining activities among public sector employers and to improve communication and coordination between public sector employers and employee groups. From its inception, the Council’s mandate has included a form of wage controls, which is currently known as the “bargaining mandate”. The bargaining mandates given to public sector employers always include a general limit on growth in wage and benefit costs (e.g. 0% growth on total compensation) and sometimes include more specific directives. Over time, the range of items covered by PSEC’s bargaining mandates has expanded to include virtually everything that has a cost implication.

These bargaining mandates have no legal status. If a public sector employer were to ignore them and sign an agreement with an employee group that exceeded the mandate, the employer would not be hauled up in front of a judge to face the consequences of violating provincial law. Rather, Daddy, in the form of the Minister of Finance, could withhold a portion of the willful child’s allowance, in the form of the government operating grant. As is the case with other dysfunctional families, Daddy’s determination of what is appropriate is somewhat arbitrary.

For NDP governments, social equity was the primary factor in determining the bargaining mandates. Under that regime, university faculty were considered privileged, undeserving of Daddy’s generosity.

For Liberal governments, labour market considerations have played the largest role. They have at times benefited university faculty, such as in the 2006-2010 agreement when all faculty members received a market adjustment on top of the across the board increases received by all public sector employees. But they’ve also been a source of irritation, such as when Daddy has authorized salary increases for specific classes of faculty members under the banner of “market considerations.” The net result of these somewhat arbitrary distinctions by successive governments is that faculty salaries have lost ground to inflation.

In 1993/94, the average starting salary for an assistant professor at a BC public university was about $50,000. If, for the next 18 years, that assistant professor received only the across the board salary increases given to all faculty members, today she/he would earn $63,120, an increase of 26%. If that assistant professor’s salary had increased by the annual growth in the BC Consumer Price Index instead, she/he would be making $66,183, an increase of 32% — a gap of 6 percentage points.

Should the government be dictating the terms and conditions of collective agreements?
Faculty members continue to lose ground to inflation.

This gap reached its zenith in 2005/06 when our hypothetical assistant professor’s salary was fully 10 percentage points behind inflation. The special compensation for faculty members in the 2006-2010 agreements reduced the gap to 2 percentage points by 2009/10, but the gap is again increasing as the result of the most recent agreements, which do not provide for any across the board salary increases.

This hypothetical example is obviously an over simplification. There are many other components to determining faculty members’ salaries — rank, years in rank, merit increments and market supplements all play a significant role in determining salary. The consequence of the arbitrary nature of government bargaining mandates is that these other components have become the only reliable means for faculty associations to stem the erosion of their members’ salaries.

This regime has turned the traditional bargaining process on its head. Rather than investing significant effort in preparing analyses and arguments in support of general wage increases for all faculty members, faculty associations have had to be more and more creative in using other components of compensation to achieve gains for their members.

After the last round of bargaining, there was a consensus among CUFA BC member faculty associations that they have reached the limit of the salary improvements they can achieve through these other components. Any future improvements are going to have to come through across the board increases.

Government’s appetite for across the board salary increases was significantly diminished by the recent referendum results in favour of eliminating the HST. In a post-results news conference, the Minister of Finance indicated that there will be a new round of government belt-tightening to deal with the costs of reintroducing the PST. What does this have to do with appropriate levels of faculty compensation? In theory, very little. In practice, everything, since PSEC will inevitably try to impose several more years of wage freezes to deal with government financial problems unrelated to the universities. At some point, this cycle of dysfunction has to end. Perhaps now is the time for the universities to get out from under Daddy’s thumb.
Rick Gooding, Chair, Sessional Faculty Committee

October marks 10 years since the first Campus Equity Week. The event, known in Canada as Fair Employment Week (FEW), grew out of the efforts of Action 2000, a coalition of faculty who worked to improve the lot of contract instructors at California’s community colleges. Interest immediately spread, and in 2001 participants at the Conference on Contingent Academic Labour (COCAL IV) voted to extend the work of Action 2000 to campuses across North America. Ten years later, unions and faculty associations across North America dedicate the last week of October to encouraging solidarity among contract faculty and drawing attention to the perils of the casualization of academic work. In a sign of the movement’s maturity, FEW and CEW are now supported by numerous professional organizations, including the CAUT and the Federation of Post-Secondary Educators of B.C.

At UBC, FEW activities include network-building among contract faculty and communications to senior administration. We remind the President and Provost that UBC is complicit in a system of inequities that has never found any moral justification. But we also work to raise awareness among students, who know little of UBC’s two-tier employment system, and regular faculty, who may imagine that the gulf between themselves and their sessional colleagues stems from innate differences in merit rather than economic forces and dumb luck. We inform students about the disparities in salaries, teaching loads, and access to research funds between tenured and contract faculty. And we do our best to disabuse those regular faculty who cling to convenient misconceptions that gloss over these inequities and recast arbitrary distinctions as the natural order of things: the idea, for instance, that teaching eight courses a year somehow constitutes part-time work, or the stereotype, infamously appearing a decade ago in a departmental review, that sessionals were “tainted, jaded, used-up, second-rate.” What we hope emerges is a greater awareness that many contract faculty, despite heavy teaching loads, perform invaluable service to the university, win teaching awards, and boast publication records that rival those of tenured faculty.

Underlying all this is the recognition that the ‘sessional problem’ is really about the casualization of academic work. In a world where the median salary of tenured faculty approaches triple that of full-time sessionals, it is tempting to see the current state of affairs as the outcome of a zero-sum game between contract and regular faculty. But the forces that have led to these inequities—and rendered an entire class of academics ineligible for research funds, merit pay, or participation in university governance—are the same forces that contribute to low morale and burnout among a dwindling professoriate that is forced to shoulder an ever-increasing burden of committee work, advising, and supervision. And they are demonstrably the same forces that contribute to declining student engagement on Canadian campuses.

The effect of 10 years of Fair Employment Week on collective agreements and public policy is open to debate. Nonetheless, FEW serves as an annual reminder that the casualization of academic work demands the attention of regular and contract faculty alike.

The Sessional Faculty Committee is currently planning FEW activities. Regular and contract faculty who would like to be involved can email us at fa.sfc@ubc.ca.
Robin Jane Roff, Membership Services Officer

Copyright is fundamental to faculty members. In research, the right to use, distribute and alter work preserves academic freedom. In teaching, the copyright of authors requires faculty to carefully select the texts they use. Thus, changes to copyright policy have important consequences. For example, as Universities seek to boost revenues by commercializing discoveries, faculty face the loss of rights to use datasets and course material developed using University facilities, monitoring of publications and research activities and the shifting of academic practice towards commercial ends. This is the first article of a series that will look into the nature of Copyright and Intellectual Property protection at UBC and some of the recent changes that affect our members. The following lays the foundation for understanding the basic rights to traditional academic material.

WHAT IS COPYRIGHT?
The Canadian Copyright Act defines copyright as, “the sole right to produce or reproduce the work or any substantial part thereof in any material form whatever, to perform the work or any substantial part thereof in public or, if the work is unpublished, to publish the work or any substantial part thereof.” It contains two types of rights. On the one hand, economic rights, which include the rights to publish, produce, reproduce, exhibit and perform the work. These rights can be transferred (e.g. when an author assigns copyright of an article to a publisher). On the other hand, moral rights, which cannot be transferred. These include the right to maintain the integrity of one’s work and one’s reputation in relation to a work.

WHO OWNS COPYRIGHT AT UBC?
Under usual circumstances, copyright to work produced during the course of employment is assigned to an employer. However, Faculty are exempt from this provision. Copyright of their works is assigned to the author. This common law principle is enshrined in UBC Policy 88 which specifies Faculty’s copyright to traditional “literary works”.

There are numerous reasons to assign copyright to Faculty, the most highly cited of which is the need for unfettered ownership to assure academic freedom. Even if this were not the case, courts have been reluctant to assign copyright to employers when employees exert significant creative independence.

WHAT IS WORK PRODUCED DURING THE REGULAR COURSE OF EMPLOYMENT?
In a recent UBCFA arbitration award, Arbitrator Dorsey defined work produced during the normal course of employment. For something to be excluded from this category the work should be voluntary and be outside the regular assignment.

In other words, unless you have specific arrangements to do work in addition to your regular duties, you have copyright to traditional works produced.

WHAT ABOUT COPYRIGHT TO NON-TRADITIONAL WORKS?
It is well established that Faculty have copyright to publications, art, and traditional course material. However, the rights to computer material, datasets, software and any other commercially profitable product are hotly debated. At UBC these rights are muddied by the University’s patent policy and efforts to capitalize on revenue generating products. It is crucial that Faculty members not only discuss copyright matters with collaborators, but also with their immediate supervisors.

Stay tuned to future communications from the Faculty Association. We will be providing you with more information on your rights in these matters and highlight some of the recent changes on campus, including UBC’s retraction from Access Copyright. In the meantime, if you have any concerns regarding your copyrights contact the Faculty Association.

YOUR INCOME REPLACEMENT PLAN

Deena Rubuliak, Executive Director

As you are aware, over the past several years the Faculty Association has been conducting a comprehensive review of your Income Replacement Plan (IRP). Ensuring that members are receiving a high level of service at an appropriate cost, and assessing service and administration capabilities of qualified providers were important considerations in this process. In addition, plan governance, plan design, cost, and risk management were also focal points of the Association’s review.

The Executive Committee has a fiduciary responsibility to ensure that we continue to provide an income replacement plan that meets the needs of Faculty Association members in an effective and financially sustainable manner. The Executive and IRP sub-committee have invested significant time and resources to adhere to this commitment. In 2010, the Executive Committee engaged a professional employee benefits consulting firm qualified to conduct a competitive tender and analysis of the Faculty Association’s IRP.

The Faculty Association currently participates in an Income Replacement Program (IRP) that historically has incorporated several other employee groups at the University. Although our members are represented under the Faculty employee group, there is a collective administrative, claims adjudication and rehabilitation processes in place. This is also the case for the investment and financial management of your contributions towards the plan. This collective plan is being wound down as other employee groups implement new plans.

When the need to create a new IRP plan document was initiated out of the existing plan’s tax and governance issues, the Executive Committee took this as an opportunity to review the IRP program in detail and assess the best option for our members moving forward. We engaged in the comprehensive IRP review and have concluded that it is in our best interest to establish an independent program to recognize the unique nature of our membership. This is also the case for the majority of employee groups that were participating in the UBC IRP plan. Most are now moving towards managing their disability programs under alternative arrangements.

When it comes to the program underwriting arrangements, there are several methods available for managing the financial risk (i.e. claims, investment risk) associated with a group disability benefit plan. The funding methods range from no risk to full assumption of risk, and varied approaches of risk sharing between the plan members and an insurer.

The Faculty's IRP is currently underwritten on an Administrative Service Only (ASO) basis. This means that the plan is self-insured and the funds generated by the Faculty members’IRP contributions are used to pay claims and fund ongoing claims for disabled Faculty members. Faculty Association members have full financial responsibility for any deficits generated through the operation of the plan. The plan members would also own any accumulated surpluses. The adjudication of claims is performed through an ASO contract with an insurance provider. The University currently has an ASO contract with Sun Life Financial.

Under a fully insured (non-refund) arrangement, premiums are paid to the insurance provider and the insurer assumes full responsibility for payment of eligible claims. There is no financial risk to the plan members or the employer. The Faculty does not have to reimburse the insurance company for any claims that exceed contribution levels nor does the Faculty have access to any surpluses generated by the plan.

Under an insured plan, once a disability claim is approved by the insurance company, the insurer is responsible for the payment of disability claims...

Continued on p11
for the duration of the disabled members claim, regardless of whether or not the Faculty maintain their IRP with that provider. Under a self-insured arrangement, the financial responsibility lies with the plan members for the life of the claim.

Provide an appropriate and equitable plan design for the Faculty Association that meets the needs of our members.

A top priority for our IRP review was to ensure that we continue to provide a disability benefit plan that meets the needs of our members. In addition to requesting proposals based on our current program design, we also requested quotes for plan design alternatives that would improve the program. The Executive Committee also reviewed disability programs offered to Faculty at other Canadian universities to ensure we provide a program that is at or above the industry average.

One of the alternative plan design features that we focused on was improving the level of income that a disabled member would receive if they were eligible to collect disability benefits under the IRP. Based on extensive review, The Executive Committee has concluded that a benefit schedule that provides approximately 80% of your net take home pay for all income levels is appropriate and is in-line with, or better than, what other Associations offer their membership. This is an improvement to the benefit amount that you are currently insured for under IRP. The revised benefit schedule under consideration is as follows: 67% of the 1st $5,500 of your gross monthly earnings plus 43% of the excess.

In addition, and based on feedback from our members, we made improvements to our partial disability and rehabilitation programs. In both of these cases, we remained committed to establishing a clear and transparent process while ensuring that members are properly compensated when participating in these programs, on either a short or long-term basis.

Following our comprehensive analysis and several lengthy and probative discussions, the Faculty Association has determined that it is in the best interest of our membership to move to a fully insured plan and remain with Sun Life as our insurer. We believe that this will provide our members with the best coverage and the most cost-effective arrangement for the long-term management of our IRP benefit.

There will be a number of important changes to the IRP that will be implemented this academic year. On October 13, we will be hosting our Annual General Meeting. The focal point of the meeting will be a discussion on the incoming changes to the IRP. We will also be preparing an FAQ, which will be accessible on our website (www.facultyassociation@ubc.ca). If you have any questions about the changes to the plan or its implementation, please contact Deena Rubuliak, Executive Director, (deena.rubuliak@ubc.ca).
EVENTS & ANNOUNCEMENTS

FALL GENERAL MEETING: 13 October @ 1pm
We invite you to attend our Fall General Meeting on Thursday, October 13 @ 1pm. The meeting will be held in IT Services/Telestudios, Room 0112, 2329 West Mall, UBCV; Arts 353B, UBCO.

FAIR EMPLOYMENT WEEK: 24 - 28 October
Celebrated all across North America, this week-long event recognizes the invaluable contributions of Sessional Faculty at UBC and raises awareness of the close relationship that exists between conditions of employment and conditions of learning. The Faculty Association’s Sessional Faculty Committee (SFC) will be hosting an information booth at the SUB during this week. If you’d like to get involved in FEW activities, contact Rick Gooding, SFC Chair, at fa.sfc@ubc.ca.

PROMOTION & TENURE WORKSHOPS: 15 November @ 1:30pm (UBCV)
The UBC Faculty Association and Faculty Relations are pleased to invite you to our annual workshop. If you are a faculty member coming up for Tenure and/or Promotion this fall, and if you have questions about the process, we are presenting a workshop just for you. This workshop is aimed at individuals who are tenure-track and those interested in promotion. After the workshop, you should understand clearly the UBC Tenure and/or Promotion process. Visit www.facultyassociation.ubc.ca for details.

END-OF-TERM CELEBRATIONS: 1 & 2 December
Join the UBC Faculty Association for our annual End-Of-Term Celebration on: Thursday, December 1 at 3pm in the Arts Atrium, UBCO and Friday, December 2 at 3:30pm in the Social Lounge at St. John’s College, UBCV. RSVP to faculty@interchange.ubc.ca.

QPR STEERING COMMITTEE
QPR stands for Question, Persuade, Refer. QPR is a training program that helps people recognize the early warning signs of suicidal intent and provides the knowledge to persuade and refer individuals at risk to appropriate help.

QPR Gatekeeper Training is offered as a 2 hour on-campus instruction session which enhances general awareness about suicide and teaches basic intervention skills that can help avert suicide. The next training sessions will be held in partnership with UBC Thrive week, October 17-21 and again in November. To register for an upcoming session, visit: http://webapps.hr.ubc.ca/hrcatalog.

How do I get involved? QPR Instructors and Gatekeepers represent a wide variety of services and academic departments, faculties and libraries at UBC. For more information on the QPR program, please visit www.students.ubc.ca/counselling/qpr.

For more information on upcoming Gatekeeper Training sessions please contact Miranda Massie, EFAP Clerk at miranda.massie@ubc.ca.

UBCFA EXECUTIVE COMMITTEE & STAFF

Signing Officers
NANCY LANGTON, Sauder School of Business
President
MARK MAC LEAN, Mathematics
Vice-President
HUGH NEARY, Economics
Treasurer
DOUG BRIGHAM, Library
Secretary

Chairs
JIM JOHNSON, Economics
Okanagan Faculty Committee

KENNY KWOK, Cellular & Physiological Sciences
Member Services & Grievance Committee

RICK GOODING, Arts Studies
Sessional Faculty Committee

MARGOT YOUNG, Law
Status of Women Committee

Members-At-Large
LARA BOYD
Physical Therapy

DORIS DOUDET
Neurology

MEGAN LEVINGS
Surgery

ANDREW RISEMAN
Land & Food Systems

JOHN WAGNER
Community, Culture & Global Studies

DANIELLE WINN
Library

Staff
DEENA RUBULIAK
Executive Director

VALARIE NICKEL
Membership Services Officer

ROBIN JANE ROFF
Membership Services Officer

IAN STOCKDALE
Membership Services Officer

NANCY LOVELACE
Office Manager

RANJIT SUNDUR
Communications Assistant

Mailing Address: 112 - 1924 West Mall, Vancouver, BC V6T 1Z2 t 604 822 3883 f 604 222 0174 e faculty.association@ubc.ca

Okanagan Office: Arts 353B - 3333 University Way, Kelowna, BC V1V 1V7 t 250 807 9240 w facultyassociation.ubc.ca

Faculty Focus accepts submissions from UBC Faculty Association members on issues of interest. Unless otherwise stated, the opinions expressed are those of the author(s) and not necessarily those of the Association or its Executive Committee.