

UBCFA Executive Election 2023

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CANDIDATES' STATEMENTS

Nominee for Chair, Equity Committee

Lea Caragata

Associate Professor

Social Work

Faculty of Arts

UBC Vancouver

I am running for election as Chair of the Equity Committee of the UBC Faculty Association. I have served one term on the Executive as a member-at-large – long enough to have a solid grasp of the Association and the needs of our members. I wish to now be able to acknowledge and address the enduring equity issues that plague our colleagues and undermine our collective strength.

I am an Associate Professor in the School of Social Work, Faculty of Arts and I come to UBC following many years at Wilfrid Laurier University in Ontario. Unlike many social workers, my background is in policy and community development and prior to academe I held senior positions in both government and community organizations. Issues of equity have underscored every aspect of my personal and professional life both pre and post academe. Equity is a focus in both my teaching and scholarship.

At Laurier, I served on a special faculty/administration liaison committee that met to resolve issues not addressed by the collective agreement. These were often equity related, resulting in interim provisions to address particular needs of equity-denied groups. My multi-year role as Faculty Women's Colleague was also a joint appointment focussed on addressing the representation and interests of women faculty on issues including pay equity, tenure and promotion etc. Although many issues of gendered inequality have been addressed, the most insidious of these often relate to intersectional identities wherein both hiring and promotion practices reflect mainstream and hegemonic biases. As part of these and my roles in government, I have had extensive anti-racism and decolonizing training.

Accordingly, I bring to the Executive academic and on-the-ground understanding and expertise on issues of equity and diversity and their intersection with differential identities and experiences as we manage the demands of our workplaces. While the contributions of some faculty are readily recognized, there are selective and insidious differences in appreciating the contributions of faculty whose work may fall outside of or challenge mainstream expectations.

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Lea Caragata (cont'd)

My own positionality, as a woman of Roma origin, with a same sex partner, afford me insight and deep personal experience in issues of equity that are balanced by the privilege of being a white academic. This dual awareness helps to shape and sustain my commitment to recognize the challenges faced by equity-denied identities and their struggles for justice. I refer specifically to Indigenous and racialized faculty and those persons with a disability who may face compounding and intersecting systems that foreclose equitable outcomes.

I also want to recognize the opportunity the role provides to me as a relatively new faculty member including meeting new colleagues and better understanding UBC culture. If elected, I undertake to fully engage with the responsibilities and expectations of the role.

Please feel free to contact me at lea.caragata@ubc.ca if you'd like more information or to discuss equity concerns and issues.

Lea Caragata

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CANDIDATES' STATEMENTS

Nominee for Chair, Equity Committee

Shirley Chau

Associate Professor

Social Work

Faculty of Health and Social Development

UBC Okanagan

Hello! I'm running for election for the Chair position for the Equity Committee at UBCFA. This is a relatively new committee at UBCFA with much potential to address issues of equity to support members of the FA. I am interested in this position because of my experience as a former elected member on the executive of the UBCFA and my experience as an elected Member-At-Large at the Canadian Association of University Teachers (CAUT) where issues of equity at the national level are being addressed. I believe it is important to have representation at these tables whereby voices and perspectives of the membership are heard and represented appropriately. For me, this means facilitating space for issues of equity to show up on meeting agendas, on speaking platforms, in analysis of grievance issues, and that adequate engagement with affected members happen. I have considerable experience bringing issues to discussion/decision tables in order to advance conversations at the UBCFA executive committee table with the understanding that colleagues at UBC want to have a workplace where they can do their jobs, be productive, feel that they belong, and that cultural and psychological safety are essential, basic workplace conditions.

Ensuring equity issues are part of the conversation at decision making tables at UBC is what I will aim to do with and for members. This means ensuring that voices of individuals and groups within the membership are heard when they identify work conditions that need strengthening. For example, the COVID-19 pandemic revealed the impacts of inequities labour distribution and practices such as frontline staff. We saw similar impacts in the post-secondary context where contract academic staff and librarians and archivists acutely experienced the burden of inequitable workloads and the impacts on their wellbeing. Colleagues at UBC have been asking for issues of disabilities and accessibility to be addressed and for active implementation of an intersectionality approach in making equitable work environments a reality. As well, there is a need to address issues of inclusion of Trans, Two-spirit and gender diverse colleagues, and the recommendations from the UBC's Anti-Racism and Inclusive Excellence (ARIE) Task Force report. If elected as Chair of the Equity Committee on UBCFA, I will listen to the membership as to how they want these various equity areas to be addressed and to collaboratively do the work to make meaningful change.

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Shirley Chau (cont'd)

I believe I have the experience and skills to do what I can as Chair of the Equity Committee. My "street cred" includes recent and/or ongoing experience in the following positions:

- An elected Member-at-Large (2X) on UBCFA before and during the COVID-19 pandemic,
- Two-years' experience as the Vice-Chair of the Okanagan Faculty Committee (OFC),
- Presently a Member-at Large on the CAUT Executive Committee (which has allowed me to understand equity issues and academic freedom issues at the national level)
- Two years' experience as a member of the Board of Directors at Canadian Association of Social Work Education (CASWE-ACFTS)
- Presently the Treasurer of the Canadian Association of Social Work Education (CASWE-ACFTS)

These board-related experiences in addition to my recent experience as a co-chair of the UBC Anti-Racism and Inclusive Excellence Task Force have allowed me to understand how equity issues need to be seen and understood in order for action to be taken. If elected, I will honour and build on the work that has already been underway at the Equity Committee (I am currently a member). Based on serving on a national board that used an Indigenous approach to decision-making under the guidance of Indigenous elders and Indigenous leadership I bring an understanding of how to have meaningful engagement with Indigenous and non-Indigenous colleagues. Where appropriate, I will engage with the guidance offered in the Indigenous Strategic Plan (ISP) to ensure there will be appropriate collaboration between the Equity Committee's work and the newly created Anti-Racism and Indigenous Initiatives Committee at UBCFA to support and advance the issues that Indigenous colleagues want addressed.

In addition to my qualifications to serve as the Chair of Equity, I bring perspectives, experience and understanding as a tenured Associate Professor at UBC. I have a good understanding of the Collective Agreement and its impact on members, such as the importance of having fair processes, and transparent rules of engagement between FA members and administration. My background in social work and years as a former clinical social worker with expertise in wellbeing in corporate work environments, critical incident response in the workplace, quality assurance, conflict resolution, and wellness in the workplace, positions me well to hear FA members' concerns and assist in bringing issues to the table for UBCFA and UBC administration to address. As a faculty member at UBC

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Shirley Chau (cont'd)

Okanagan campus, I am able to bring relevant perspectives and understanding of the work environment from UBCO alongside with my understanding of the work environment at UBC Vancouver campus to the table at the FA Executive Committee. My understanding of issues of equity, diversity, anti-discrimination and inclusion in the University-workplace context will be useful in the appropriate analysis of concerns experienced by members. I look forward to the opportunity to serve my colleagues to have a good place to work and thrive.

Thank you for your consideration of me as the Chair of the Equity Committee.

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CANDIDATES' STATEMENTS

Nominee for Chair, Okanagan Faculty Committee

Marianne Legault

Associate Professor
Language and World Literature
Faculty of Creative and Critical Studies
UBC Okanagan

I am an Associate Professor of French and I have been on this Campus for roughly 15 years. During that time, I have had the honour of getting to know and work closely with many of you. My journey at UBCO has been rich with experiences at all levels: including Associate Dean in FCCS (5 years), elected Senator (6 + years), Chair of Senate's Admissions and Awards (2 years), elected Governor to UBC Board of Governors (finishing in August), and elected member of Senate in the last two presidential search committees. Through all these roles, I have gained a very good understanding of UBC, its leadership style and its administrative structure. I want to bring this experience to the FA table to ensure a fair treatment for us all, no matter the rank or stream.

As Chair of the Okanagan Faculty Committee, if elected by you, I will do my utmost to represent the uniqueness of our campus at meetings of the Faculty Associate Executive and at the Joint Consultation Committee with senior leadership. We are in the middle of arbitrations (once again) and I intend to engage in discussions relating to many issues, such as equity and diversity, lecturers' contracts, our workloads, the Merit & PSA procedures, the scheduling system (which has disadvantaged many), as well as the salary inequities and discrepancy in opportunities between both campuses. I want to advocate for better working conditions and fairness for all.

It is in my intention to offer a strong presence and voice at the FA executive table and to represent all faculty members from UBCO. I will ensure that the issues and challenges that are unique to our campus (such as wage disparity, lack of funding and space, etc.) are addressed by the Faculty Association, in order to bring them to the University's attention and lead to their improvement.

With your support, I look forward to representing all of you.

Marianne

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CANDIDATES' STATEMENTS

Nominee for Chair, Okanagan Faculty Committee

Peter Arthur

**Professor of Teaching
Faculty of Education
UBC Okanagan**

As a Professor of Teaching (Education) and former Founding Director of the Centre for Teaching and Learning (2005-2015), I have been committed to supporting faculty in their teaching and also fostering equitable, diverse, and inclusive work environments on the UBC Okanagan campus. Recently, as a member of the UBC Faculty Association Collective Bargaining Preparation Committee (2021-2022), I collaborated with a cross-institutional team to gather faculty feedback through consultation and open forum meetings. These discussions helped inform the Faculty Association's current collective bargaining position.

I have also been an elected member of the UBC Okanagan Senate, the UBC Council of Senates, and the UBC Council of Senate's Budget Committee. In these capacities I have worked extensively with faculty, students, alumni, and administration. Over the years, I have also chaired various Senate committees, including the Senate Learning and Research Committee (2005-2017), the Senate Agenda Committee (2017-2020), the Senate Curriculum Committee (2014-2020), and the Senate Academic Buildings and Resources Committee (2010-2013, 2020-present).

Through my experiences on Senate, UBCFA, and other institutional committees, I believe I can make a strong contribution as Chair of the UBCFA Okanagan Faculty Committee. I would be committed to represent all faculty members inviting them to share their ideas and issues with me, as well as the challenges and concerns they face. My hope is to make this committee visible, active, and engaged, and to work on behalf of members to build a bright future for faculty on the UBC Okanagan campus.

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CANDIDATES' STATEMENTS

Nominee for Member - at - Large

Karen Pinder

**Professor of Teaching
Cellular and Physiological Sciences
Faculty of Medicine
UBC Vancouver**

I am writing to request your vote for the position of a member-at-large on the 2023 UBC Faculty Executive. I am grateful to have been invited to stand for this position by the current Faculty Association President, Dr Dory Nason. If elected to the role of member-at-large I commit to representing the needs of all members of the UBC Faculty Association.

I joined the University in the Department of Cellular and Physiological Sciences in the Faculty of Medicine in 2004, rising through the ranks to attain full Professor of Teaching in 2021. I have been the recipient of prestigious teaching awards, including a 2015 Killam Teaching Prize and a 2021 Faculty of Medicine Distinguished Achievement Award for Excellence in Teaching.

Although this will be my first time elected to the Faculty Association Executive, I come armed with a plethora of committee experience (both as a voting member and chair of many provincial committees in the medical program), both to the University and my Department in my working life, as well as the President of my strata council in my personal life. This means I have a thorough knowledge of committee service, both locally and for the provincially distributed undergraduate medical program.

With my meticulous eye for details and excellence, my main goals and priorities if elected are to advocate for all faculty members, with an emphasis on the educational leadership (EL) faculty. In particular, at a recent meeting between the Faculty Association and the educational leadership faculty a very clear message was the lack of balance between teaching loads and the time required to meet the additional requirements for tenure and/or promotion in the EL ranks. For example, the teaching hours of many members completely obliterate the time required for other necessities for tenure and/or promotion (a prime example is educational research). As someone who has reached full Professor of Teaching, I am keenly aware of these difficulties, among others, and I am committed to ensuring that all members can fairly and confidently progress through the educational leadership ranks.

If you have any questions, I invite you to contact me via email at karen.pinder@ubc.ca. Thank you for your consideration.

Kind Regards,
Karen Pinder

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CANDIDATES' STATEMENTS

Nominee for Member - at - Large

Mary Bryson

Professor

Language and Literacy Education

Faculty of Education

UBC Vancouver

Faculty leadership at the University of British Columbia is a cornerstone of collegial governance. What could be more important in this precarious time of uncertain resources and highly polarized views on wicked problems facing higher education, than stepping forward to join in the struggle to assure minority human rights, academic freedom and sustainable working conditions? Accordingly, I have accepted the nomination as a candidate in the election for the role of Member-at-Large, UBC Faculty Association.

I have a deep well of UBC policy and related human rights and labor law knowledge, coupled with strategic know-how, that would be a strong asset to the Faculty Association specifically, and my university colleagues generally. I have worked as a faculty member at UBC since 1988, and since 2008, served in a variety of leadership roles, including Director, Graduate Programs, two stints as Unit Head (including 3 years in the Faculty of Arts), and six years as Senior Associate Dean, Faculty of Education.

Whereas it has become commonplace simplistically to narrate that faculty members in leadership roles are compliant cogs in a fictive machine of top-down University administration, I know without a shadow of a doubt that working both within the Bargaining Unit, or alternately, as an excluded member, my goals and values have remained consistently focused on the rights of all faculty members to workplace justice, fair working conditions and an unwavering institutional commitment to human rights.

I have a stellar track record fighting for justice, freedoms and sustainable working conditions for all faculty members, regardless of stream or track, across both campuses. In 1989 as a very green Assistant Professor, I led the fight at UBC for all faculty, students and staff in same-sex relationships to be awarded Extended Health and Dental partner benefits. As part of this initiative, carried out in collaboration with the UBC Faculty Association, I created an LGBT Studies Committee with a colleague from the Faculty of Law that continued to work for several decades, on curricular and programmatic initiatives in Sexuality and Gender Studies.

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CANDIDATES' STATEMENTS

Mary Bryson (cont'd)

In 2004, again in partnership with the UBC Faculty Association, I grieved a decision by the University that appeared designed to abrogate faculty members' Academic Freedom in relation to the development of online courses. That action led to a successful Labour Relations Board arbitration, and successful appeal, that the CAUT deemed a Landmark Academic Freedom Decision <https://bulletin-archives.caut.ca/bulletin/articles/2004/04/landmark-academic-freedom-decision-at-ubc>. These faculty rights to untrammelled Academic Freedom and Intellectual Property Rights in the creation of online materials continue to be diminished, if not eclipsed, by means of UBC policies like LR 12.

I have worked on both campuses and if I join the Faculty Association as a Member-at-Large, will volunteer for the Faculty Association Member Services and Grievance Committee, so that once again, I can dedicate myself to working strategically and astutely in defense of faculty members' inalienable rights to Academic Freedom, as well as to Human Rights protection for members of persistently marginalized communities. If elected, I will continue to bring forward a thoughtful and politically astute perspective to the major issues shaping higher education in these challenging times.

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Michael Lanthier

Lecturer

History

Faculty of Arts

UBC Vancouver

I have been teaching in the History department at UBCV for nearly twenty years, and I am now the unit's Undergraduate Advisor as well as a Lecturer. I am also currently Co-Chair of the International Relations program.

I am standing for election as a Member-at-Large in hopes of doing more to serve the UBC community at a time when the working relationship between the faculty and the administration is fraught and the future seems uncertain.

I was a member of the FA's Contract Faculty Committee in 2013-2014 and I spent many years working as a sessional instructor (here and at other institutions, often simultaneously in order to make ends meet), which makes me particularly interested in issues of equity. I am keenly aware of the fact that our union has the difficult task of representing a diverse membership whose interests do not always seem to align. However, I firmly believe that encouraging greater cooperation between various groups within the Association will make all of us stronger as we deal with a rapidly-changing educational landscape. I salute the work that the FA has done recently in an attempt to address some of the more grievous ways in which adjunct faculty members are exploited; it is regrettable that the administration has put up so much resistance, but I want to ensure that the effort already put in does not go to waste. Solidarity must be *the* guiding principle of any union that wants to remain strong and relevant.

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Samuel Rocha

Associate Professor
Educational Studies
Faculty of Education
UBC Vancouver

I started working at UBC on July 1, 2014 and have lived on campus with my family since 2018. I am a Mexican-American (or Tejano, or Latinx, or Hispanic, and so on...) philosopher of education. We are parishioners at St. Mark's Chapel, UBC, and I am also a musician and an angler. I was born in Brownsville, Texas, in the borderlands, and spent most of my childhood and adolescence there and in the Texas Hill Country. I lived in the Midwestern United States for 12 years thereafter, before we moved to Canada. I teach courses in philosophy of education and social and moral philosophy and write my research and scholarship as a phenomenologist in the personalist tradition, after the theological turn.

I am running for member-at-large because, on several occasions, colleagues told me I would be a good candidate and suggested I run. This role seems like an entry-level place to serve and learn about the FA and the wider responsibilities of being a member of the university community. I am not sure that I have any formal qualifications for this position in advance, but I do value a number of principles and qualities that seem important for it. These principles and qualities include: strong freedom of association and exit rights (i.e., the freedom to come and go), the need for a rational public discourse (i.e., presenting reasons and evidence), the need for intellectual humility (i.e., submitting our claims to just scrutiny and openness that we might be wrong), and a differentiated sense of academic freedom, distinct from freedom of expression or freedom of speech (i.e., understanding that these limited freedoms are not identical).

In my scholarship, I have studied and written about Ivan Illich's notion of "conviviality" in his book *Tools for Conviviality* and other writings. For Illich, the word 'convivial' designates a "modern society of responsibly limited tools." To date, I have tried to live out my understanding of this Illichian idea through anti-racist (focused on anti-Black white supremacy) and Leftist (focused on social democracy and democratic socialism) political activism within my ethnic and religious community (e.g., social media activity, public debates, popular writing, and bilingual phone banking). While I do not regret this work, it often feels remote and distant from my more immediate community. Running for member-at-large in the FA Executive is my modest attempt to close that gap and continue the journey. Thank you for your consideration.

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Sathish Gopalakrishnan

Associate Professor
 Electrical and Computer Engineering
 Faculty of Applied Science
 UBC Vancouver

I've been at UBC since 2007. My research has focused on the design and analysis of reliable computing systems in the context of safety-critical use cases. I have started exploring how engineering safety standards emerge as a consequence of our understanding of risk, and I am broadly interested the careful application of cyber-physical systems in our world. I have been a UBC Senator since 2019 and have been on the Board of Trustees of the Peter Wall Institute for Advanced Studies. I serve as Associate Head in my department with responsibility towards the undergraduate programs. I am also director of a professional master's program on Dependable Software Systems. I have also engaged broadly as a Wall Scholar and a fellow of St. John's College.

I am interested in serving the Faculty Association as a member-at-large to advocate for:

- a deeper engagement with the membership to identify priority areas for the FA, and to promote collegial governance;
- policies that advance diversity and equity across the university and the FA;
- a better understanding of workload for faculty members to help prevent burnout and to support diversity & equity

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Stephen O'Leary

Professor

School of Engineering

Faculty of Applied Science

UBC Okanagan

I am a Professor with the School of Engineering on the Okanagan campus of The University of British Columbia. I am interested in serving as one of the Members-of-Large positions on our Faculty Association. I have extensive experience with universities within Canada (I have been a faculty member at three of them now), and I would now like to bring this experience to UBC's Faculty Association. I will work tirelessly in order to improve conditions for the faculty at this great university. Finding solutions for the challenges of today, particularly in these times of diminished government funding, will be a priority for me. I consider myself a constructive and cooperative problem solver. I would like to use these skills in the Faculty Association in order to make The University of British Columbia even better.