

UBCFA Executive Election 2024

CANDIDATES' STATEMENTS

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Nominee for President

Dory Nason

Associate Professor of Teaching

Inst. for Critical Indigenous Studies & Social Justice Inst.

Faculty of Arts

UBC Vancouver

It has been a great honour and privilege to serve as UBCFA President over the past term and I am hopeful that what I have accomplished - and hope to accomplish - earns the vote of the membership to continue to do good work. As the first Indigenous president of the UBCFA I have tried to honour my ancestors by centering concerns of marginalized voices and precarious workers and our collective humanity coming out of the pandemic. In so doing, I was proud of our bargaining team's efforts to negotiate significant salary increases for our membership while also closing salary gaps. Alongside salary increases that allowed our members to keep up with the growing inflationary pressures, I was also pleased that we were able to expand our benefits provisions, such as family, sabbatical, and ceremonial leaves. I was especially proud of the new language on promotion and tenure which values Indigenous scholarly activity as well as recognizing that the path to excellence is achieved by building a growing body of work rather than "sustained" scholarly activity. These changes lay the pathway for the next round of bargaining that will include recommendations on varied and diverse forms of scholarly activity such as community engaged scholarship. In addition to our bargaining gains, I was happy to oversee and support the implementation of two new standing committees I created during my tenure as the VP: the UBCFA Equity committee and the Anti-Racism and Indigenous Initiatives committee that began its work this year.

Yet as we all know, there is always more work to do. We must insist that the University supports its faculty, librarians and archivists' health and wellbeing, recognizes academic freedom, upholds collegial governance and sustains a workplace free from harassment and discrimination. This work is challenging, often fraught and complex but it has been some of the best work of my life. My leadership style has always been to bring forth Anishinaabe values of respect, humility and most importantly, debwewin or Truth that is at the core of what we refer to as heart knowledge. In a political and academic space, these values can seem out of place, but I have found them to be effective in transforming institutional norms, relationships and even the ways we engage in conflict and necessary debates that inform our lives as scholars, colleagues, employees and friends. Should I be re-elected, my priorities include many things, but a few stand out, such as the impacts of forecasted budget constraints. It is my priority to ensure our faculties and members are not asked to

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Dory Nason (cont'd)

shoulder the burden of those budget constraints in the forms of increased workloads, longer workdays, less resources and smaller faculty cohorts. In the upcoming round of bargaining, I wish to continue to expand collective agreement language to recognize the ever-changing nature of our work. There are also looming discussions to be had about renewing Indigenous faculty leadership positions in key areas, as well as calls for more engagement on issues of disability, anti-racism and discrimination. In service to these issues, I pledge to expand opportunities for member engagement beyond FA committee service and general meetings. Coming out of the pandemic, restoring opportunities for more conversations over some strong tea and good food is necessary for a strong union and a stronger community. I appreciate your support to continue as your President.

Dory Nason

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Nominee for President

Stephen Petrina

Professor

Curriculum and Pedagogy

Faculty of Education

UBC Vancouver

I'm a Professor currently teaching a Video Ethnography graduate course and overseeing two SSHRC grants on the Philosophy of Media & Technology for Children & Youth. An area of my expertise is critical university studies, which includes publications such as "Higher Racism." I was elected Vice President of the FAUBC in 2022 and immediately discovered the urgent necessity of systemic reform of this union. My platform remains a wake-up call. I promise to support each and every FAUBC member, regardless of age, ancestry, colour, disability, gender expression, Indigeneity, place of origin, political belief, race, religion, sex, sexual orientation, socio-economic class, status, or rank. I promise to believe and hear you instead of blaming you, which is now all too common across our campuses and the FAUBC. You are good at what you do. I know that. Another union is possible. Recall how the FAUBC dealt with accountability and transparency motions and reforms introduced by a significant grassroots demographic in the spring and fall of 2022 (i.e., Data on membership concerns and complaints + External reviews of the FAUBC every five years). What became of the motions as non-FAUBC members (i.e., lawyer, manager, etc.) escalated moral panics? Fast forward to 2024: we experience daily how much of the support for research, teaching, and engagement has degraded or been downgraded at UBC and how little has changed within the FAUBC. We sit and admire how systematically UBC's managers have bloated their offices and ranks while considerably tilting the tables against labour over the past 5-10 years. Why can't we turn to respond? Is it that the FAUBC is happy with its image of being just an old cruise ship stuck in a canal between English Bay and Okanagan Lake? FAUBC members routinely report that in effect we have two systems of management—FAUBC = UBC managerial practices—noting that responses to their concerns, complaints, and requests are predictably identical. Systemic reform and another union are possible. As VP, I learned that one of the reasons we cannot turn is that the Executive and Member Services & Grievance committees are dysfunctional. How many members have experienced the denial of services? How many members fear bringing their concerns, complaints, and requests to the FAUBC? What exactly do you get for the dues you pay? So yes, there is not merely room for change; systemic reform is necessary. I learned that the Contract Faculty Committee is highly effective. The Equity Committee's (EC) recent, progressive recommendation that UBC create a Disability Task Force is a milestone. I learned that the Librarians and Archivists Committee and Okanagan Faculty Committee need more supports and infrastructure to confront the

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Stephen Petrina (cont'd)

challenges at hand. I learned that Anti-Racism and Indigenous Initiatives Committee has had successes but like you, wonder if there could be more power in intersectionality with the EC. For instance, we need to pressure UBC's Equity and Inclusion Office (EIO) into action. EIO continues to exclude "anti-Semitism" and "Islamophobia" in its EDI "Glossary of Terms" for campus education. Why are FAUBC members' EE policy complaints and inquiries punted over to HR? Why are FAUBC faculty and librarians feeling alienated, inequitably overworked, muzzled, over-burdened with administrivia and bureaucracy, unheard, and under-rewarded? Inflation over the past year was 5.6%. Consumer goods and services are up 3.5% - 6.8% from last year but feels worse. At best, we will get a 3% increase in our paycheques. How are we doing on contract language? We have nothing on Sick Leaves to protect against increasing incursions and demands on our leaves and accommodations. Another union is possible and desirable. If you want a President that works for you, vote for me. We can do this together. Thank you for your confidence— a vote for me is a vote for us.

Stephen Petrina

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Adam Hofri

Associate Professor

Peter A. Allard School of Law

UBC Vancouver

I am a law professor with an expertise in trusts, experience in negotiation, and a long-running interest in organized labor and pensions. I believe in organized labor as a beneficial social institution and one of the markers of a civilized society. Having long been a beneficiary of the power of organized labor I would like to give back, and use my expertise to benefit our community.

As a member of the Executive Committee, I hope to be involved in negotiating our next collective agreement, liaising with administration and other campus groups to support our successful, mutually beneficial co-existence, as well as in the day-to-day work of supporting our faculty across both campuses. I also look forward to meeting colleagues from across both campuses, learning about their successes and challenges and providing support as our colleagues navigate the challenges of a research career in the lower mainland.

Adam Hofri

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Laura Bulk

**Assistant Professor of Teaching
Occupational Science and Occupational Therapy
Faculty of Medicine
UBC Vancouver**

Thank you for considering my nomination to serve you on the Faculty Association Executive. I will share a bit about who I am, as this informs the ways I would serve in this capacity, and about my experience related to this position.

I am a daughter, friend, cousin, tante (auntie), and a Dutch settler to WSÁNEĆ territory. I am also the first in my family to have the opportunity of post-secondary education. I am a disabled scholar and an occupational therapy educator. As an Assistant Professor of Teaching in Occupational Science & Occupational Therapy at the new site located in Surrey, I have the opportunity to engage in educational leadership. My work focuses on promoting justice (right relationship) in academia for people from equity-denied groups, interprofessional education (shout out to UBC Health) and interdisciplinary dialogue (shout out to Green College), and belonging in distributed education. I am particularly interested in the power of creative techniques and solidarity in anti-ableism, decolonization, and other equity-focused work.

Currently I am a member of the Faculty Association's Equity Committee and the Disability Working Group. I am also part of various initiatives at UBC to promote justice, equity, diversity, and inclusion (JEDI). I am a co-lead for the Community for Action and Learning (comprised on students, staff, and faculty in my department) and the Diversifying Health Professions Education mentorship and summer program for youth from equity-denied groups; and I have been an active member of the Disability Affinity Group since its founding,

As an executive member (2014-16) and eventually president (2016-2020) of the Teachers' Assistants and English Language Instructors' union at UBC, I learned a lot about the processes and skills needed on a labour association executive and even got to collaborate with the faculty association from time to time on initiatives of shared interest. In 2017 I led the executive in hiring a new staff Advocate after our 25-year Business Director retired and in 2020 we successfully negotiated a new collective agreement. In 2019 I was elected as a diversity vice president on the executive of the Canadian Union of Public Employees of BC. The most rewarding part of these seven years was being part of advancing conversations about AND actions toward furthering JEDI for our members and for the community more broadly.

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Laura Bulk (cont'd)

It has been my experience that it is a lot of work for an executive to move the status quo, and I am ready to be part of doing the work of co-creating changes from which our members will benefit. I hope to have the opportunity to continue being part of conversations and actions toward greater JEDI by collaborating with other members of the faculty association executive should I be elected in 2024.

Laura Bulk

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Pheroze Unwalla

**Associate Professor of Teaching
History & Middle East Studies
Faculty of Arts
UBC Vancouver**

My desire to join the Faculty Association has been long-standing and due in part to the overall significance of the association in upholding our collective and individual rights at the university. But, to be honest, I would not be standing for election for a member-at-large position if it were not for the events of this year. Against the backdrop of the genocide in Gaza, we have seen lawfare, allegations of political interference from government officials, and other initiatives to pressure the university into silencing certain voices amid attempts to educate our students and the broader community.

It is plain to me and others that our university administration succumbed in many ways to these pressures, and subsequently instituted (or in some cases, reinterpreted) policies that undermine our academic freedom and other rights. The consequences of these transgressions have been distributed unequally across the university, with the impacts being most severe for those in certain fields as well as the most vulnerable among us. But they have impacted all faculty (as well as staff and students), filtering down through backchannels into departments, creating cultures of fear, and setting alarming precedents for the university and the important work we do here.

Our Faculty Association is then more important than ever. We need a robust FA to hold our administration accountable and protect our rights. The FA needs to do some of this work behind the scenes, as I believe it is doing. But, if I am elected, I will work with others to embolden the FA to be more public in denouncing administrative overreach and protecting our rights, as many FAs at other universities are doing. This is vital to safeguarding our rights and ensuring FA members that our association is there to shield them from attacks as they undertake critical, often sensitive work. As an FA member-at-large, my other goals will include expanding the FA's work on anti-racism and bringing divestment campaigns onto the FA agenda.

Pheroze Unwalla

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CANDIDATES' STATEMENTS

Nominee for Member-at-Large

Sarika Bose

Lecturer

English

Faculty of Arts

UBC Vancouver

I humbly acknowledge that I am writing and working from the traditional, unceded and ancestral territories of the Musqueam. I would like to put my name forward as candidate for a position as Member-at-Large in the Faculty Association. As Chair of the Contract Faculty Committee and member of the Faculty Association Executive, I have served my colleagues, both tenured and non-tenured, for the past 10 years. My focus has been on advocating for my fellow Contract Faculty (Lecturers and Sessional Lecturers), building community for the 800 UBC Faculty with precarious contracts and making their work visible to the wider academic community. I established several initiatives for Contract Faculty, including an active Community of Practice in partnership with CTLT, and an annual conference highlighting the work of Contract Faculty at both UBC-V and UBC-O. Our Fair Employment Week activities at UBC have been among the most active in Canada since I began my term, and have been used as examples that have been followed at other campuses across the country. I am one of the founding members of a Lower Member Coalition that includes the Federation of Post-Secondary Educators of B.C., the Confederation of University Faculty Associations of B.C., BCIT, TSSU and SFUFA among others, and that aims to bring together Contract Faculty from across local campuses. I served for 3 years on the CAUT CAS (Contract Academic Staff) committee to represent UBC, and then was elected twice as the Chair of that Committee, thus serving also on the CAUT Executive for 4 years. I continue to work with colleagues across Canada on Contract Faculty issues, such as access to research funds and career paths. In the last 10 years, I have presented papers on precarity in academia at conferences in B.C., Alberta, Manitoba and Ontario, as well as in the U.S., Mexico and Greece, consulted on the establishment of some of my initiatives at UBC with other Faculty Associations across Canada, and connected with Contract Faculty communities in the U.K. and India. I am currently serving on the International Board of the Coalition of Contract Academic Labour, which represents Contract Faculty in the U.S., Mexico and Canada. Knowing the history of the bargaining gains made by UBC's Faculty Association in at least the last 50 years, I understand the crucial role it plays in improving the working lives of faculty at UBC. I would like to continue my work on behalf of my colleagues at UBC by serving as Member-at-Large.

Sarika Bose

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Nominee for Member-at-Large

Tal Jarus

Professor

Occupational Science and Occupational Therapy

Faculty of Medicine

UBC Vancouver

I am a queer, white, cis woman, settler, who immigrated to Canada 16 years ago. I am running for a UBCFA Member at Large Position, with longstanding commitments and research concerning justice, equity, diversity and inclusion (JEDI) in higher education. In particular, I have a long track record of advocating for practices and policies to increase the access and inclusion of marginalized groups. My work has focused on people with disabilities and Indigenous peoples, in health professions, higher education, and practice.

Since joining UBC as a faculty member in 2006, I have gained extensive experience in administrative, teaching, leadership, and advisory roles that have provided me with an in depth understanding of the functioning of the University. In the past 2 years I was a member-at-large of the UBCFA, and a member in two of the working groups of the equity committee. I am keen to continue my work for additional two years. If elected, I will bring this experience to the work of the UBCFA. My priorities include the following:

- Facilitate conversations that engage members on topics including academic freedom, equity, promotion and tenure procedures and criteria, and collegial governance;
- Engage members in conversations about the best way to increase the diversity of Faculty members at UBC and improve our sense of belonging, and how to best Support faculty who identify as belonging to equity-deserving groups;
- Diversify the membership of committees and the FA Executive;
- Work with existing groups including Disability Affinity Group, the Climate Emergency Task Force, the Trans, Two-Spirit and Gender Diversity Task Force, and the Antiracism and Inclusive Excellence Task Force, to provide opportunities for research-informed ways as we advance equity work of the FA;
- Develop a network of department representatives to ensure FA decisions represent members' interests in different faculties and libraries on both campuses;
- Survey members to learn what they think FA priorities should be now and in the future;

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Tal Jarus (cont'd)

- Survey members on what their needs are and their ideas for how the FA can best advocate for their needs;
- Engage with other FAs across Canada to adapt successful JEDI focused strategies to support and protect faculty, including the growing number of contract faculty;
- Promote productive relationships and meetings with students, staff, and faculty;
- Support work-life balance and advocate for understanding that this looks different for people with different needs.

I realize this is an ambitious list, but I am committed to developing the capacity of the UBCFA to meet the challenges we will face moving forward as faculty members and as a University.

Feel free to email me if you have questions: tal.jarus@ubc.ca.

Tal Jarus

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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-at-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 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 on the Faculty Association in order to make The University of British Columbia even better.

Stephen O'Leary