

16 October 2023

Professor Deborah Buszard  
*Interim* President,  
The University of British Columbia  
Walter C. Koerner Library  
7<sup>th</sup> Floor, 1958 Main Mall

Professor Lesley Cormack  
Deputy Vice-Chancellor & Principal  
Okanagan Campus  
102H Campus Administration Building  
1138 Alumni Ave, Kelowna BC, V1V 1V7

Dear Professors Buszard & Cormack:

**Re: Fair Employment Week 2023**

October 16-20, 2023 is Fair Employment Week (FEW), an occasion for universities and colleges across Canada to reflect, and act, on behalf of the growing numbers of scholars on our campuses who are on short-term, insecure contracts. This year, the UBCFA will host a series of events for Contract Faculty at both the UBC-V and UBC-O campuses, including a member information session and orientation to their rights, and a member's lunch on both campuses. The UBCFA will also once again cohost the Lower Mainland Higher Education Joint Social to bring together contingent academics from across the Lower Mainland to discuss common issues.

FEW is a time for Contract Faculty to celebrate the teaching, research, and service contributions of this large and diverse group of scholars and teachers at UBC. It also gives an opportunity for the larger UBC community to learn about the working conditions faced by contract academics at UBC and across the country.

Contract Faculty play an important role at the University: not only do they teach courses, but they also do much of the core, crucial work of the academy. They mentor students, run programs, serve on departmental and university-wide committees, and perform community service, while still earning far less than their tenured and tenure track colleagues.

During the summer, a time when many Sessional Lecturers are not paid, many work just as diligently doing research and training on course design and effective pedagogic practices to ensure that they continue to deliver high-quality education. Like all faculty at UBC, they have become agile and resourceful in their teaching, and continue to adapt courses in multiple modes of delivery. The effects of learning and delivering a whole new method of educational

instruction have amplified the many challenges faced by Contract Faculty in academia, who are burdened with greater financial insecurity, higher workloads, and health concerns.

The general treatment of Contract Faculty is inequitable, particularly as the accomplishments of Contract Faculty have contributed to the University's overall success in both national and international rankings making UBC a world-class educational institution. As you are aware from the results of the CAUT and CUPE's independent surveys of Contract Faculty working conditions across Canada, universities are relying on insecure and underpaid contracts at unsustainable levels. We ask that UBC recognize the meaningful work Contract Faculty do and in response offer adequate remuneration and paths to career advancement and job security. We know that you are aware of this problem, and we hope that you view it as a high priority to make UBC a better place for all Contract Faculty.

Fair Employment Week 2023 has been designed to honour the contributions of faculty on short-term contracts, and to further our joint desire to make UBC a stable, inclusive, equitable, respectful, and world-class place to work and learn.

We look forward to working with you to make it fair for our Contract Faculty.

Yours sincerely,



Dory Nason  
President



Sarika Bose  
Chair, Contract Faculty Committee