

FA Executive July 1, 2011 – June 30, 2013

President:

Vice-President:

Past President:

Secretary & Member-at-Large

SLI representative:

Treasurer:

Members-at-Large:

Faculty representatives

Librarian representative

Term representative

Grievance Officer:

Executive Director:

Administrative Assistant:

Jacqueline Holler

Erik Jensen

Lee Keener

Julie Orlando

Raymond Cox

Karima Fredj

Jennifer Hyndman

Stephen Rader

Gail Curry

Wendy Fellers

Kerry Reimer

Donna Plourde

Helen Sideen

Upcoming Events:

Tenure and Promotion Celebration

- The University has invited employees to a reception celebrating the achievements of our Members:

Date/Time:

Place:

Tuesday, May 1st, 3:00 pm

Atrium (Administration Building)

CAUT Workshop: Building a Stronger Association

- Open to all Members serving on the Executive or Members interested in becoming active on the Executive
- May 7 & 8, 2012** – register by email: dplourde@unbc.ca or phone: -5816

A MESSAGE FROM THE PRESIDENT
Jacqueline Holler, President

It must, at last, be spring. The snow is (finally) receding, and as the last students slip exhausted from the exam halls, I send you wishes for a very successful conclusion to the winter semester of 2012. As ever, the Faculty Association office is a busy place.

Negotiations, of course, are fast becoming our top priority. As you know, our team has been preparing since autumn, and we now stand completely ready to negotiate. Because of some PSEC-driven delays in the process, we are opening formal negotiations only this week. Our team has done a fantastic job of laying the groundwork for a successful collective bargaining process, and we will be communicating with you through our website to keep you apprised of our progress. We have much to discuss, as you know from our general meetings and from previous newsletters and communications. In this newsletter, Chief Negotiator Darwyn Coxson discusses UNBC’s sick leave provisions for faculty. Most of us don’t pay too much attention to this element of our contract—faculty association members generally don’t *take* sick days, after all. But

serious consequences can occur in those unusual cases in which a member suffers a serious illness and quickly exhausts his or her benefits. Read the article and, as Darwyn suggests, “don’t get sick at UNBC.”

You’ve read a great deal over the past couple of newsletters about our abysmal salaries at UNBC. The provincial government undoubtedly bears partial responsibility for this situation. For years, our government has not only interfered aggressively in collective bargaining, but has diverted more and more money away from post-secondary education in general. The underfunding of PSE has become so egregious that, in an unprecedented move, the presidents of BC’s 25 public post-secondary institutions banded together to protest the government’s planned cutbacks in our sector. We provide a link to their strongly worded letter below, and you will also find an article by Keith Baldrey that criticizes the Liberals for turning PSE into “an overlooked orphan” at budget time—a practice he calls “puzzling and extremely short-sighted.”

The Liberal government does occasionally pay a great deal of attention to our sector, of course, and this Fall’s brouhaha over Bill 18 is evidence of that. You may recall discussion in previous newsletters of the bill, which was proposed (and then withdrawn) in the autumn. Well, it came back, and passed into law on 29 March. In this newsletter, David Mirhady of CUFA-BC discusses the implications of the legislation and details the steps that CUFA-BC will take to help and protect elected members of BC’s Boards of Governors.

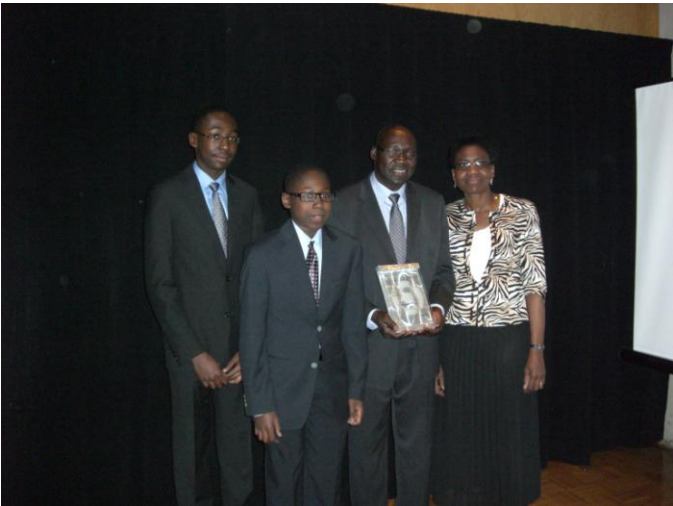
While Bill 18 may bring a chill to BoGs across the province, Access Copyright continues to promote its copyright agreements. For a time, the copyright scene seemed relatively hopeful, with institutions opting out of their licensing agreements and creating a variety of more flexible arrangements. In January, however, Western and U of T signed on with AC. Access Copyright then began discussions with the Association of Universities and Colleges of Canada, which led to a new model licensing agreement between AC and AUCC, announced on 16 April. While the per-student fee of \$26 may not seem that outrageous, there are many other issues that warrant caution. Most notably, copying is redefined, survey instruments (remember them?) will be reintroduced, existing rights will be made “billable,” and several other traditional rights will be limited or eliminated. A fuller analysis is available at <http://www.caut.ca/pages.asp?page=1079> ; for now, the FA is hopeful that our administration will exercise a healthy skepticism and avoid rushing headlong into a new deal. Certainly, at the very least, we should await Supreme Court of Canada decisions and the passage of Bill C-11, both of which may expand the concept of ‘fair dealing,’ which Access Copyright is seeking to circumscribe.

It may seem, from the foregoing, that we face a dreary parade of skirmishes. Sometimes the work of defending members’ rights looks like that. But it’s also good to be reminded of what it is we’re defending: the good work that our members do as teachers, as scholars, as mentors, and as citizens. In that regard, it was a particular joy and privilege to be able to share the evening of 11 April with Dr. Chris Opio and his family. As you know, Chris was honoured with CUFA-BC’s Academic of the Year Award that night at the Law Courts in Vancouver. He gave a powerful and inspiring speech that brought together his research and life story in a way that truly shows the power of academic work and the deep personal convictions and commitment that give it meaning. As on so many occasions, I was reminded what a fantastic group of association members we have

here at UNBC, and what a privilege it is for all of us on the executive to work with and for you. Congratulations, Chris—in the (paraphrased) words of your favourite actor, you really “made our day.”

Best wishes to all of you for a productive, healthy, and sunny summer.

2012 DISTINGUISHED ACADEMIC AWARD
RECIPIENT: DR. CHRIS OPIO



Dr. Chris Opio and his family at the CUFA-BC Awards banquet on April 11th (from left to right): Elliot, Nathan, Chris, and Therese.

The CUFA-BC Distinguished Academic Awards are presented annually to recognize outstanding faculty members at BC's public universities who use their research and scholarly work to benefit the general public. Sheryl MacKay, host of CBC Radio One's North by Northwest, emceed the awards dinner held on Wednesday, April 11th in Vancouver.

Dr. Opio received the 2012 **Academic of the Year Award** for his work establishing sustainable clean water resources in Northern Uganda. He founded the Northern Uganda Development Foundation in Prince George to support his work and to date has established 42 wells providing clean water to more than 50,000 people.

Other award recipients included UBC-Okanagan's Dr. Cigdem Eskicioglu who received the 2012 **Early in Career Award** for her groundbreaking work on processing organic waste into energy (in the form of methane gas) and organic fertilizer. Her work diverts waste from landfills, protecting our environment and creating valuable resources. UVic's Dr. Eric Sager received the 2012 **Paz Buttedahl Career Achievement Award** for his lifelong commitment to connecting his historical research to contemporary issues. His is also dedicated to making his research available to the wider community, through newspaper articles, websites and public presentations.

"Dr. Eskicioglu's work on adapting European technology to process BC waste has led to many innovations and scientific advancements", said Dr. David Mirhady, President of CUFA BC. "Dr. Opio's commitment not only to establishing wells, but also to teaching communities how to manage and care for their water resources is truly inspiring. Dr. Sager's connection of the past to our present and future speaks volumes about his commitment to the wider community."

EMPLOYMENT EQUITY AT UNBC

Jennifer Hyndman, FA Joint Equity Committee

How did your unconscious biases affect the last hire in your department? Or did they affect the letter of reference that you just wrote? Employment (in)equity can be influenced by both explicit factors and very subtle unconscious choices.

A good first step in understanding what your biases might be is reading the UBC Faculty Association article *Achieving Pay Equity for Faculty Women*.¹ This article has an overview of recent research on employment equity. One type of inequity observed in real letters of reference was that letters for women tend to be shorter, lack specific examples, and include hedges or faint praise.

Another research experiment described in the article involved examining the effect of race on receiving job callbacks. Real resumes were assigned fictitious “black” names and fictitious “white” names. The resumes were used to respond to help-wanted ads in Boston and Chicago. Resumes with “white” names had a higher chance of receiving a callback than resumes with “black” names. Are we doing similar things in our hiring?

Do these biases affect salaries? Something certainly does. The CAUT article *Equity Review: The Persistent Gap — Understanding male-female salary differentials amongst Canadian academic staff*² shows that there are real wage differences for men and women that cannot be explained by age, rank, or major discipline. The Table illustrates the actual differences in salaries. Do we have these inequities at UNBC?

Full-time Female Academic Staff Salaries as % of
Full-time Male Academic Staff Salaries by rank, 1986,
1996 and 2006

	1986	1996	2006
All ranks combined	82.3%	83.2%	89.2%
Full Professor	94.5%	92.9%	94.8%
Associate Professor	95.6%	93.3%	96.9%
Assistant Professor	96.2%	96.9%	96.2%
Lecturer	96.1%	98.7%	96.5%

Source: Calculations based on Statistics Canada, University and College Academic Staff Survey

UNBC is attempting to address some of the issues around equity through the Faculty Employment Equity Advisory Committee which is a joint committee mandated by the FA Agreement. This committee is planning a survey and a workshop on equity for this Fall. Your participation in the survey will ensure that we have enough data to explore what factors might be contributing to employment inequity at UNBC. The workshop will provide awareness and tools to assist in equitable treatment of faculty.

¹http://www.facultyassociation.ubc.ca/docs/news/swc2011_apeufw_Whandouts.pdf

²<http://www.caut.ca/uploads/EquityReview5-en.pdf>

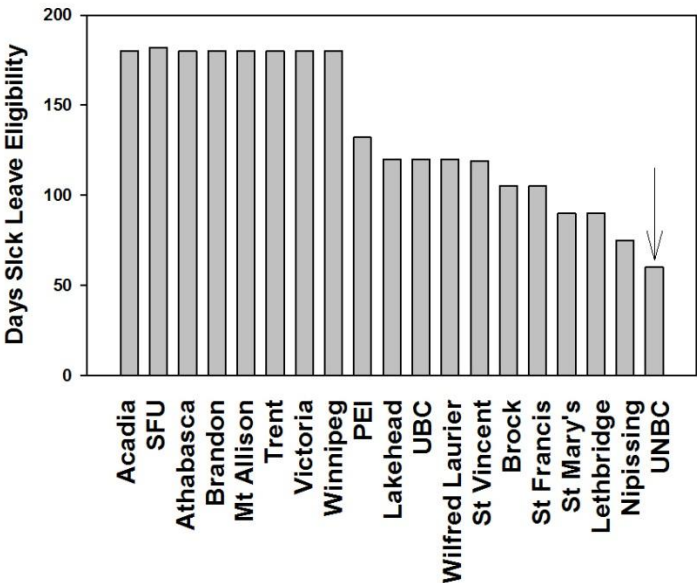
DON'T GET SICK AT UNBC!

Darwyn Coxson, Chief Negotiator

Many years ago at UNBC I developed a serious bone disease and was, for a time, quite disabled. My Dean was very supportive and told me that my courses would be covered: *I should stay home and get better*. I never filled out a leave form or talked to Human Resources. Fortunately, I did recover and after a semester's absence was able to resume my duties.

I was fortunate that my Dean, at that time, had such a cavalier disregard of UNBC policies, which, if they had been enforced, would have required that I go onto long-term disability after 60 calendar days of illness. Did you know that once you are on long-term disability leave you are not considered a UNBC employee while on leave? Depending on how long you are on long-term disability leave, there is no assurance that you can return to your previous position, and the benefits that you might take for granted (such as life insurance, dental and extended health care benefits) might not be available.... just when you need them the most.¹ Not to mention the stress of filling out forms and the possibility of losing your employment.

So, how does UNBC fare in this respect in comparison to other Canadian Universities?



Sadly, our sick leave eligibility is among the worst in Canada (remember the “**We’re #2 theme**” from our Dec. Newsletter on salaries?). Most Canadian Universities provide up to 6 months of full salary coverage while you are absent on sick leave. Some even guarantee that they will hold your position. Not UNBC.

So please, don't get sick!

¹The Faculty Association has been trying for weeks to get clarification from Human Resources on benefits coverage while on LTD and Human Resources has been unable to provide any information whatsoever.

Faculty Negotiations with the Administration will commence April 25th. Throughout the negotiations, your Negotiations Committee will be posting regular updates on the Association website:

www.unbcfa.ca

Stay in touch with our website and keep informed!



CUFA-BC TO CONTINUE BILL 18 FIGHT

by Robert F. Clift, Executive Director, CUFA BC

Despite objections from across the public post-secondary education sector and vigorous debate from the Official Opposition, the BC Government used its majority in the BC Legislature to pass Bill 18 -- *Advanced Education Statutes Amendment Act, 2011* -- into law on Thursday, March 29th.

The Act contains amendments that prohibit certain faculty and staff union/association activists from serving on the Boards of Governors of public post-secondary institutions. The Act also provides for any member of a Board of Governors to be removed from office by the Lieutenant Governor in Council on a 2/3 vote of the members of the Board.

Despite the Confederation of University Faculty Associations of BC's (CUFA BC) attempt to work with the Minister of Advanced Education to modify the legislation to ensure strong conflict of interest provisions while protecting freedom of expression and democratic principles, Minister Naomi Yamamoto chose to push ahead with her flawed legislation.

In addition to its technical flaws, Bill 18 neither provides criteria limiting the grounds on which a member of a Board of Governors may be expelled nor guarantees due process. This will allow the government appointees, who hold 2/3 of Board positions, to expel any elected member of the Board on the flimsiest of excuses and with no opportunity for defense against trumped-up charges.

In a strongly-worded statement released on March 29th, CUFA BC said that “despite the government's assertions, Bill 18 has little to do with conflict of interest and good governance and everything to do with stifling dissent. In this respect it is an affront to everything universities stand for.”

On April 11th, CUFA BC's governing Council met and adopted a plan for continued opposition to Bill 18. Within the next two months, CUFA BC will launch two new initiatives -- **Board Watch** and **We Have Your Back**.

The **Board Watch** initiative will gather and publish factual information about appointed members of Boards of Governors at CUFA BC member universities. This will be for the purposes of identifying potential conflicts of interest or other activities detrimental to the purpose and mission of public universities. Periodically, CUFA BC will publish special reports highlighting those Board members whose personal and business interests appear most at odds with their role as a public university governor.

The **We Have Your Back** initiative will be a support

program for elected members of Boards of Governors at CUFA BC member universities. In addition to resource materials on legal rights and responsibilities and how to be an effective Board member, the **We Have Your Back** initiative will provide advice, support and mentorship to elected members of Boards of Governors who feel they are being marginalized or bullied by the government appointees and/or university administrators.

At the end of the day, time that would be better spent on improving learning and research will be wasted by Boards of Governors, administrators, faculty, staff and students dealing with the problems created by Bill 18...a truly disappointing legacy for Minister Yamamoto's first piece of legislation.

An interesting article circulated at the CUFA-BC Spring Council Meeting....

COLLEGES, UNIVERSITIES DESERVE BETTER

By Keith Baldrey, Special to Surrey Now (April 10, 2012)

 Why is the B.C. government squeezing our universities and colleges so tightly when it comes to funding?

For a government that insists its top priority is job creation, its refusal to more adequately fund the kind of education that leads to good, productive jobs is both puzzling and extremely short-sighted.

This year's provincial budget contained bleak news for universities and colleges. After several years of barely adequate funding, this year's budget projected a reduction in funding for those institutions for the next two years following the current one.

The 25 publicly funded universities, colleges and institutes have been told to find \$70 million in administrative "savings" to offset the impact of funding cuts.

In what appears to be an unprecedented move, the presidents of every one of those institutions has signed a joint letter to Advanced Education Minister Naomi Yamamoto, warning that her government's budget will result in service and program cuts for students.

Post-secondary education is often the overlooked orphan in many provincial budgets. The sector lacks the heft that other areas - notably health, K-12 education and the justice system - have to bring pressure to a government when it comes to demands for more funding.

Part of the problem is that many people don't even come into contact with the post-secondary system at any point in their lives.

Stereotyped images abound: privileged youth who complain too much about their tuition fees; pampered professors and instructors who work in the proverbial ivory tower; campuses that are self-contained villages that have no relation to the real world.

And so for years, it is the universities, colleges and institutes that have gotten short shrift whenever a government has some financial belt-tightening to do. Inflation and other annual cost pressures haven't been funded, and now throw in a funding cut and a serious crisis looms on the horizon.

But that looming crisis will extend far beyond a college or university campus. Demographic and technological changes point to a serious skills shortage in the coming years.

It's estimated that in the next 20 years, three-quarters of all jobs in Canada will require some kind of postsecondary training. About one-third of all jobs will require a completed degree.

The skills shortage will affect a wide assortment of occupations, and many of them will have a direct impact on many people who rely on services provided by people in those occupations.

For example, medical technologists and technicians (which include people who operate key machines, such as MRIs) will be in short supply by the end of the decade.

We also won't have enough doctors, nurses, social workers, psychologists, therapists, architects, social service workers, engineers, contractors and lawyers (yes, even lawyers).

If governments of all stripes don't act now to address that looming skills shortage, it will simply extend the shortage for years.

And that means a vast portion of our society who rely on those skilled practitioners will face longer waits for those services, if they can get them at all.

So it's hard to square this bleak forecast with how governments are treating the post-secondary sector. In B.C., most institutions have yet to make bare how the funding cuts will affect their operations.

But some have. In Victoria, Camosun College has announced deep cuts to programs and services to deal with a projected \$2.5-million deficit.

Such programs as computer science and communications will be eliminated, and language programs will be cut.

Yamamoto was entirely unsympathetic to the college's situation, telling the Times-Colonist newspaper that she questioned the need for a communications program and suggesting maybe students could go elsewhere.

These kinds of scenarios will be replayed at the other 24 institutions over the next few years. Students won't get the education or training that they need, and of course that has dire consequences down the road.

Premier Christy Clark loves to talk about her Jobs Plan. But one has to wonder at the irony of it all - talking about creating jobs, while at the same time doing exactly the kind of thing that will leave so many jobs unfilled in the years ahead.

Governments are always accused of living in the moment and being only interested in quick political payoffs and not in policies that have long-term beneficial impacts.

The treatment of our universities and colleges is simply the latest example of that unfortunate approach to governing.

Keith Baldrey is chief political correspondent for Global BC Keith.Baldrey@globalnews.ca

(Please note this article is for information only and the opinions expressed by Keith Baldrey do not represent an official position by the UNBC Faculty Association.)

On February 28, 2012, the presidents of all 25 public post-secondary institutions signed and issued a letter to the Honourable Naomi Yamamoto, Minister of Advanced Education, in an unprecedented move to make a joint statement criticizing government policy for funding cuts to post-secondary education. The letter is available at the following link:

<http://bcaiu.com/wp-content/uploads/2012/03/2012-02-28-AVED-Yamamoto-re-Budget-20124.pdf>

Faculty Association Office: The Faculty Association Office is located in Rm. 3085 Administration Building.

Office hours: Monday–Friday, 8:30am – 4:30pm
Drop-in hours: Monday–Friday, 8:30am – 12:00pm
By appointment: Monday–Friday, 1:00pm – 4:30pm

Please note that during Faculty Negotiations, office hours will be limited; we appreciate your patience and understanding.

Contact Donna Plourde at 250-960-5816 or email at dplourde@unbc.ca to schedule an appointment. Information on the UNBC Faculty Association is also available on our website at: www.unbcfa.ca

Check out these publications available on loan to Members through the FA Office:

Over Ten Million Served
Gendered Service in Language and Literature Workplaces
Michelle A. Masse & Katie J. Hogan



Let Them Eat Prozac
“...the commercial needs of Big Pharma are the natural-born enemy of Independent Scientific research.”
Dr. David Healy



Universities at Risk
How politics, special interests and corporatization threaten academic integrity
Edited by James L. Turk