

FA Executive July 1, 2011 – June 30, 2013

President:	Jacqueline Holler
Vice-President:	Erik Jensen
Past President:	Lee Keener
Secretary & Member-at-Large	
SLI representative:	Julie Orlando
Treasurer:	Raymond Cox
Members-at -Large:	
Faculty representatives	Karima Fredj Jennifer Hyndman Stephen Rader Gail Curry Wendy Fellers Kerry Reimer Donna Plourde
Librarian representative	
Term representative	
Grievance Officer:	
Executive Director:	

Upcoming Faculty Association Events:

Fall Annual General Meeting

Date/Time: Friday, October 26th
12:00 noon – 1:30 pm

Place: Gathering Place, 5-123

Reception for Contract Academic Members

Date/Time: Friday, October 26th
3:00 pm – 4:30 pm

Place: Faculty Lounge, Upper Cafeteria

Upcoming UNBC Events for Members:

2012-2013 Presidents' Roundtable Series

1. Collegial Governance (November 2012)
2. Academic Freedom (February 2013)
3. Future of Humanities (April 2013)



A MESSAGE FROM THE PRESIDENT

Jacqueline Holler, President

As I look out the window at another perfect early-autumn day, it's hard to imagine a better place to be in September. I hope your semester is off to a good and not too hectic start. And I also hope that, among all your many responsibilities, you're finding a moment here and there to enjoy the beauty of the season.

The Faculty Association has had a busy summer. Negotiations were suspended during July and August, as you'll read in Darwyn Coxson's report, but there's never a dull moment. Many of you have commented on Donna Plourde's member outreach efforts; this summer, she has been busy working on a new look for the Faculty

Association. You'll have seen our new logo on this newsletter, but we also have a new boardroom (the old office space) and a new adjoining office for Donna. We're now able to host our own executive and committee meetings, and it was a pleasure to welcome new members to the space early in September.

Of course, there was also a great deal of new business. We dealt with new Tri-Agency-driven policies on Responsible Conduct of Research and Research Involving Human Subjects; many thanks to the members who agreed to serve on the FA working groups dealing with these policies. I was reminded once again of the depth of expertise and commitment you bring to your work, and also of how important it is that we remain vigilant and defend not only our collective agreement, but our right to consult on policies, procedures, and agreements that impact our academic freedom and our right to govern ourselves collegially.

These principles, of course, are at the heart of what we do, and yet they can become obscured by quotidian pressures and our own fatigue. I believe it is critical, therefore, that we periodically tune up our awareness of these academic touchstones. How many of us remember, for example, the Collegial Governance task force and report of almost a decade ago? The Presidents' Round Tables, a tradition started by my predecessor Lee Keener and President George Iwama, are an ideal venue to explore both the history and the future of our own academic community. In November, the round table will take on Collegial Governance, while a February version will address Academic Freedom. I urge you all to attend and participate in these important discussions.

Diversity and equity are also key principles of our community. I'm pleased to report that the Joint Equity Committee is continuing to develop a survey instrument that will, I hope, be a first step in sharpening our institutional focus on these issues. Please watch for and complete the survey this fall; our understanding will only be as good as the evidence we're able to gather, and in this we depend upon you.

So in this beautiful season, Prince George and UNBC are gorgeous places, but very busy and certainly not without serious challenges. We have continuing turnover in key administrative positions and much business both old and new. And if we needed further reminder that we're not *quite* in the earthly paradise, we face ongoing negotiations while our salaries continue to drop relative to national averages. I am heartened, though, both by the excellent executive and negotiating teams working to protect your interests, and by the commitment and engagement you show in your daily work and in the life of the Association. Best wishes for the fall, and see you at the AGM in October!



Photo courtesy of UNBC



WELCOMING NEW MEMBERS

It is with great pleasure that we welcome the following new Members to the Faculty Association:

Kathy Banks (Nursing)

Marja Burrows (Education)

Philippe Henry (Ecosystem Science & Mgmt)

Ngoc Hyunh (Nursing)

Greg Lowan-Trudeau (First Nations Studies)

Catharine Schiller (Nursing)

Nathan Smith (History)

Kim Stathers (Geoffrey Weller Library)

We also want to congratulate Members who have received new appointments in the Faculty Association:

Phil Burton (Regional Chair, Northwest)

George Jones (Physics)

Deb Nielson (Centre for Teaching, Learning & Tech)

The collective contributions of all of our Members ensure our continued growth and success as an Association. For our new Members, we are pleased that you have chosen UNBC and we hope that your experience at UNBC and as a Member of the Faculty Association will be gratifying and academically rewarding. We look forward to working with you!



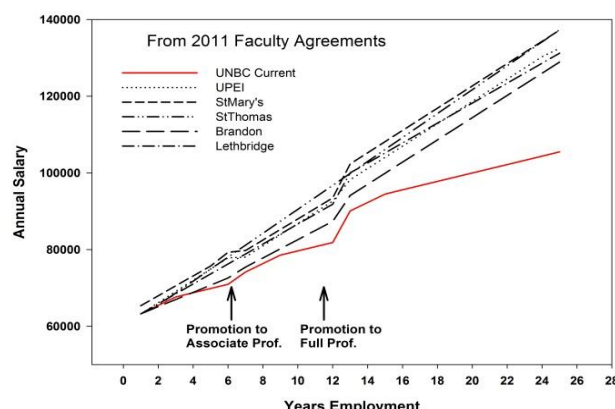
AN UPDATE ON FACULTY ASSOCIATION BARGAINING

Darwyn Coxson, Chief Negotiator

Bargaining between the University and Faculty Association continued through June 2012; however, progress was painfully slow during this period. The Administration stated in June that they were not yet ready to table their response on major Articles, such as tenure and promotion and teaching workload, or on any issues relating to compensation. The University's bargaining team made a commitment at the time that they would have all their bargaining proposals prepared on outstanding issues when bargaining recommenced in the Fall. Well, Fall has now arrived bringing with it changes to the composition of the University's bargaining team (John Young will be replaced by Dan Ryan as Chief Negotiator); however, we can now report that we have scheduled bargaining to recommence at

the beginning of November. The Faculty Association team looks forward to finally seeing what the University is prepared to offer Association Members on major issues such as salaries and workload.

As we have reported in previous Newsletters, UNBC Faculty Association salaries routinely put us in last place or near to last place in cross-Canada comparisons. For many years we were told not to worry about this: any comparisons of mean salaries by rank were biased by UNBC's having a junior faculty complement. We were told that as our careers advanced our salaries would eventually match those at comparator institutions. However, this advice is now wearing very thin. A comparison of career progression at UNBC (see below) with that of other Canadian institutions shows clearly that unless the salary structure at UNBC changes, your salary will remain below that of your colleagues at other Canadian Universities, no matter how long you work at UNBC. In fact, the salary gap only widens for senior faculty!



Addressing this career earnings gap is a major priority of the UNBC Faculty Association bargaining team. Our goal in this round of negotiations is to make significant progress towards a salary structure that reflects the way Faculty Association members are paid at other universities in Canada. The status quo is not acceptable.

As a final note, **although the end date of our last Faculty Agreement was 30 June 2012, the terms and conditions of the previous Agreement will continue to remain in force.** Applications for tenure and promotion or for sabbatical leaves, for example, will be treated exactly the same as they were last year.

Faculty Negotiations with the Administration commenced April 25th, were suspended through the summer months, and will resume in November. 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!



A SUMMARY OF RECENT SETTLEMENTS AT UNIVERSITIES ACROSS CANADA

Source: CAUT Facts & Figures, Vol. 14, no. 1 (April 2012) and Vol. 14, no. 2 (August 2012)

Brandon University

April 1, 2011: scale increase of 1.0%
April 1, 2012: scale increase of 1.5%
April 1, 2013: scale increase of 3.0%
April 1, 2014: scale increase of 3.0%

Brock University

July 1, 2011: scale increase of 1.5%
July 1, 2012: scale increase of 1.8%
July 1, 2013: scale increase of 1.8%

Dalhousie

July 1, 2011: scale increase of 1.25%; CDI/step increase by scale + 2.5%
July 1, 2012: scale increase of 1.25%; CDI/step increase by scale + 2.5%
July 1, 2013: scale increase of 1.75%; CDI/step increase by scale + 7.5%

University of Guelph

July 1, 2011: scale increase of 1.5% + \$750
July 1, 2012: scale increase of 1.75% + \$625
July 1, 2013: scale increase of 2.0% + \$500

University of King's College

July 1, 2011: scale increase of 3.25%
July 1, 2012: scale increase of 2.25%

Lakehead University

September 1, 2011: scale increase of \$2,000
September 1, 2012: scale increase of \$2,000
September 1, 2013: scale increase of \$2,300
September 1, 2014: scale increase of \$2,300

McMaster University

Immediate 3% across the board increase
July 7, 2013: 1.7% across the board increase
July 6, 2014: 1.7% across the board increase

L'Universite de Moncton

July 1, 2011: scale increase of 1.25%
January 1 2012: scale increase of 1.25%
July 1, 2012: scale increase of 0%
January 1, 2013: scale increase of 0%
July 1, 2013: scale increase of 1.75%
January 1, 2014: scale increase of 1.75%

L'Universite de Moncton (Shippagan)

July 1, 2011: scale increase of 0%
January 1 2012: scale increase of 0%
July 1, 2012: scale increase of 2.516%
January 1, 2013: scale increase of 0%
July 1, 2013: scale increase of 1.75%
January 1, 2014: scale increase of 1.75%

Queen's University

May 1, 2011: scale increase of 1.25%
May 1, 2012: scale increase of 1.5%
May 1, 2013: scale increase of 1.5%
May 1, 2014: scale increase of 2.5%

Ryerson University

July 1, 2011: scale increase of 1.5%

July 1, 2012: scale increase of 1.5%

July 1 2013: scale increase of 2.5%

July 1, 2014: scale increase of 3.0%*

*note: if Toronto CPI for the period July 1, 2013 – July 1, 2014 is higher than 3.0%, scale increases will be adjusted upward to match CPI (to max of 1%)

University of St. Thomas

July 1, 2010: scale increase of 2.5%
July 1, 2011: scale increase of 2.5%
July 1, 2012: scale increase of 2.5%

University of Toronto

July 1, 2011: scale increase of 1% + \$1,000
July 1, 2012: scale increase of 1% + \$1,520
July 1, 2013: scale increase of 1% + \$1,815

University of Western Ontario

July 1, 2011: scale increase of 1.5% + 3.8% competitive adjustment; PLCP** increment increase of 1.53%
July 1, 2012: scale increase of 1.5%; PLCP increment increase of 1.59%
July 1, 2013: scale increase of 1.5%; PLCP increment increase of 1.68%
July 1, 2014: scale increase of 1.5%; PLCP increment increase of 1.76%

**PLCP = Performance-Linked Career Progress

Wilfrid Laurier University

July 1, 2011: scale increase of 2.0%
July 1, 2012: scale increase of 2.0%; Assistant Prof increase = \$1,350; Associate Prof (<4 years in rank) increase = \$1,350; Associate Prof (>4 years in rank) increase = \$1,000; Professor increase = \$1,000
July 1, 2013: scale increase of 2.0%; Assistant Prof increase = \$1,250; Associate Prof (<4 years in rank) increase = \$1,250; Associate Prof (>4 years in rank) increase = \$900; Professor increase = \$900

Windsor University

July 1, 2011: scale increase of 1.5%
July 1, 2012: scale increase of 1.5%
July 1, 2013: scale increase of 1.5%

University of Winnipeg

January 1, 2012: increase to base of 0.5% + \$500
April 1, 2012: increase to base of 2.8%
October 1, 2012: increase to base of \$525



A HISTORICAL PERSPECTIVE ON THE ORIGINS OF THE UNBC FACULTY ASSOCIATION

Jonathan Swainger, Professor, History Program

In the course of my ongoing work on the history of UNBC as we move towards the 25th anniversary of the passage of the UNBC Act in 1990, I approached Donna Plourde seeking out some indication of the Faculty Association's origins. Predictably, Donna immediately turned the matter on its head and suggested that it would be quite interesting if, indeed, I could provide an answer to the question. There's a lesson here somewhere. Donna pressed the matter and requested that I put together a brief column outlining the Association's origins. Clearly, I possess only a small

part of the story and if anyone has more insight on these developments I'd be grateful if you contact me so that this important aspect of our shared history might be further documented.

The first glimmerings of what was to become an important aspect of the Association's field of interest emerged during the Interim Governing Council (IGC) era from April 1990 to the establishment of a Board of Governors in January 1994. Beginning at the very outset, the IGC dedicated attention to the process whereby faculty would advance through the ranks at UNBC, and IGC members Dr. John Chapman, a UBC Geographer and Dr. Peter Larkin, a UBC Fisheries Biologist, drafted our first faculty handbook. Working from UBC's, SFU's, and U of Victoria's faculty agreements, one of the tasks was to wed, in a fashion, the community founders' expectations that community service was to be an integral part of academic advancement at UNBC, along with the more scholarly traditions of research, writing, and effective teaching. Since the Board of Governors originally had a direct hand in early promotion decisions, the influence of these early expectations produced some "interesting" discussions over advancement.

The arrival of the first forty appointments in 1993 and 1994 triggered important developments towards a Faculty Association. From the outset, CUFA BC was very interested in UNBC launching a faculty union since, up to that time, provincial legislation had not allowed for unionization. Locally the appeal of unionization in 1993 and 1994 was lukewarm although forming an association was beyond debate. The timeline of how this actually came to pass remains somewhat foggy. The initial discussion either took place in August 1993 at Dr. Mary Louise McAllister's (Political Science) where many of the first forty, *along with the Deans*, attended to discuss forming an association. It is also possible that an initial meeting also took place in at Dr. Robin Fisher's (History) home with at least Dr. Lee Keener (Math and Computing Science) and Dr. Paul Bowles (Economics) in attendance. Both meetings occurred; the timing of which came first is not clear. Beyond the felt necessity of an association, an additional impetus to formation was the requirement for faculty representation on the new Senate and the Board of Governors after January 1994 was required, and Lee Keener agreed to join Senate while Robin Fisher was named to the Board of Governors.

In the aftermath of these discussions, Fisher drafted a Constitution for the Faculty Association as part of the process of provincial registration and recognition. Elections for the interim Association placed Lee Keener in the presidency, Ken Prkachin (Psychology) as secretary, Larry Woods (International Studies) as a member at large, with Darwyn Coxson (Biology) and Cindy Tanner (Library), rounding out the executive. This interim association continued until May 1995 when, in the aftermath of being registered under the Societies Act, a new executive was elected that included Lee Keener, Nancy Higgins (Psychology), Darwyn Coxson, and Cindy Tanner. It was at this point that the first Faculty Association Agreement was negotiated with the aid of John Cowan, then at the University of Ottawa and senior advisor on labour relations for the Associations of

Universities and Colleges of Canada (AUCC). Cowan is remembered by some as very much oriented towards management's right to run a university in the way it saw fit. Keith Egger (Biology/Eco-Science Management) was also one of the faculty negotiators for the initial agreement.

Fisher argues that it would have been inconceivable that UNBC would not have had a Faculty Association given the context of British Columbia's labour relations environment in the early and mid-1990s. Nonetheless, in light of the contributions that were made under and through the Association, it strikes me as beyond debate that we owe all of the Association founders as well as the early negotiators a sincere note of thanks for looking to our collective future at what was then a young institution aiming to do things differently.



LOOKING INTO THE FACES OF THE FUTURE

Richard Kool, President, CUFA BC

Taking on the responsibility of being CUFA BC's president, and being the first president from Royal Roads University, is quite an honour and I'd like to thank my colleagues past and present on CUFA BC Council for giving me this chance to serve the academic staff at BC's research universities. I'm an Associate Professor at Royal Roads University, where in 2003 I founded a trans-disciplinary MA program in environmental education and communication. I was also, part of the team that, in 2006, unionized our faculty association and wrested a first collective agreement out of a very intransigent university administration.

I've been a registered student at three of our member institutions: UBC (MSc from the Institute of Animal Resource Ecology), SFU (summer program for educators at Outward Bound) and UVic (a wonderful course in qualitative research methods), and have instructed as a sessional at UVic and as a TA at UBC. So UNBC is the only institution of our five in which I've had no formal involvement.

I plan, over the course of my two year term, to write to faculty association members on a regular basis about things that are on my mind when it comes to the realm of post-secondary education.

And while there are many important things to talk about as I look forward to my two year term-- things like the issue of power, academic governance and collegial decision-making, funding issues and our concern about student access to higher education and the issue of affordability, issues around academic freedom and the attacks by governments on "inconvenient" knowledge—I do feel that September is the time of year when we renew our vows, so to speak, and welcome students back to school: into the library and our offices, labs, rehearsal halls, art studios, seminar spaces and lecture

halls. At the start of the school year, I am often reminded of a line from late Canadian folk singer Stan Rogers' beautiful song about Prairie farming, *Watch the Field Behind the Plow*, where Stan sings "put another season's promise in the ground." Every year, we get to touch the lives of young (and not so young) people; "another season's promise."

There is a great honour and privilege in this work of being an academic. We are the carriers of a long history of knowledge-creation, both theoretical and practical, of artistic creation and performance, of critical philosophical and social insights, of deeply felt arguments as well as the means of resolving them. Our work as scholars and educators is done from a place where we honour those whose shoulders we stand on, while looking into the faces of those who may choose to stand on ours. In fact, it's shoulders all the way down.

Teaching, to me, is a faith-based activity. We do what we do with the faith that it will make a difference in our student's lives even if we never know what that difference might be. September, for me as a teacher, is always about looking into the faces of the future.



Robert F. Cliff, Executive Director, CUFA BC

For the past 11 months, I've been part of the fight against the changes in university, college and institute governance contained in Bill 18, the Advanced Education Statutes Amendment Act (2011). This is no particular surprise -- it's a part of my job. What is exceptional is how offended I felt, personally, by the government's legislation, which became law on March 29, 2012.

Certainly, my democratic beliefs and ideals were offended by the obvious attempt to muzzle elected members of boards of governors. But this isn't the first time I've encountered something like this in my 20 years working on behalf of university academic staff. Nor was I particularly offended by the clumsy attempts of politicians to justify this unnecessary legislation. This is an occupational hazard in government relations work.

What really offends me is the realization that underlying the ham-fisted legislation and the political double-talk is the fact that some politicians, some members of boards of governors, and some university and college administrators are so frightened by opinions contrary to their own that they would sacrifice our fundamental freedoms of thought and speech for their own convenience. It offends me that these timid mice have the power to shape the future of institutions essential to our democracy: essential not only in facilitating economic and social equality, but also essential in preserving, promoting and exemplifying our fundamental freedoms of thought and speech.

Responsibility for one of our primary democratic institutions has been put in the hands of people that neither have the depth of knowledge nor the depth of commitment to properly exercise that responsibility. What's even worse is that we handed it to them.

It's understandable that the pressures of teaching greater numbers of students, of chasing shrinking research dollars, and of suffocating under greater administrative loads have distracted us from governance, in its many forms. We thought it was something we could leave safely to others. We thought wrong. Over one generation, a mere 20 years, university and college administrators have gone from being the people who facilitated the work of academics, to the people who want to control it. Increasingly, this class of technocrats is not even drawn from the academic ranks. Many come from outside academe and attempt to impose their simplistic models of administration and management on our unique organizations. All because we thought governance was too much effort -- that it would look after itself.

Fortunately, all is not lost. Faculty, staff and students still wield considerable power on campus, if they choose to use it and focus their efforts. To facilitate what we hope will be a renaissance in university governance, CUFA BC has been investing time and money to develop resources to model academic governance for the 21st century, and to support those people who will take up the challenge of transforming our current, dysfunctional, models. By the end of October, we will launch **academicgovernance.ca** -- a new website dedicated to putting teaching, research, freedom of thought and freedom of expression back at the centre of university and college governance. Later in the fall, CUFA BC will launch mini-websites to directly support elected members of university boards of governors and to monitor any questionable activities of university board members appointed by government.

CUFA BC's agenda is absolutely clear -- university and college governance in BC is broken and with the support of faculty, staff and students across our campuses, we're trying to fix it. We hope that you will join us in that effort.



Photo courtesy UNBC



Faculty Association Office

The Faculty Association now has a new Boardroom located in Rm. 3085 Administration Building.

The Faculty Association Office **has moved** to Rm. 3089 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 donna.plourde@unbc.ca to schedule an appointment. Information on the UNBC Faculty Association is also available on our website at: www.unbcfa.ca

The Faculty Association Office now has a drop-off basket for personal amenities (i.e. shampoo, soap, lotions) that are provided to travelers in most hotels and resorts, and are included in the rate charged per room per day. Please collect and bring any unopened personal amenities to the Faculty Association Office and these will be donated to the Elizabeth Fry Society and other shelters in our community.

Congratulations to Julie Howard (Orlando), Secretary of our Executive Committee, on her recent wedding. Julie and Pat exchanged vows this past summer in Banff.



If you know of a special event of one of our Members, we would love to hear from you and share it with our Membership.