

The background of the cover is a close-up photograph of purple azalea flowers. A blue metal post with a pointed top is visible on the right side. The image is overlaid with a semi-transparent yellow circular shape that frames the text.

ubcfa 2021

Annual Report



Contents

Presidents Report	2
CFC Annual Report	6
SWC Annual Report	8
LAC Annual Report	9
MSGC Annual Report	10
OFC Annual Report	13
BPC Annual Report	14
Treasurers Report	15
Budget	16
Financial Statements.....	17

Annual Report 2021

Presidents Report

Alan Richardson, President

Covid has set the frame for much of the UBC Faculty Association's public facing work again this year. Throughout the pandemic we have argued for a precautionary approach that gives due weight to the health risks of the most at-risk members of the UBC community and its surrounding communities. This has put us increasingly at odds with the public health advice of Bonnie Henry but I am confident that some of the better decisions UBC took in the past academic year—beginning second term online; keeping the mask mandate through June—were influenced by our advocacy of genuinely looking after the health and well-being of our most vulnerable.

This is the final report from my Presidency. Despite the disruptions of covid, there have been several initiatives that I am proud of that have been undertaken during my time as President. The pledges I have made to increased equity coverage have led, due to the diligence of Vice President Dory Nason, to the proposed Anti-Racism and Indigenous Initiatives Committee and the augmenting of the Status of Women Committee into a new Equity Committee with an expanded mandate. Dory has done this work in the best possible way, with a great deal of painstaking consultation with stakeholder groups, collegial work with fellow members of the Executive, a clear eye toward what the FA, as a union, can and cannot do on the equity front.

Similarly, the Bargaining Preparation Committee, under the leadership of Liz Hodgson, undertook a very robust membership consultation process, which included a survey on issues and priorities for members across both of our campuses. This has helped our Bargaining Team come to the table with a number of proposals that are aimed



toward enhanced equity, greater job security for our contingent faculty members, and greater value overall to the membership as we face rampant inflation. We have also recently begun our joint UBCFA-UBC membership consultations to assess the longer impacts of covid, aiming for more robust ways to recognize the impacts of the pandemic has had (and will likely continue to have) on the educational leadership and research activities of our members, with a keen concern for our pre-tenure colleagues.

There are larger issues that have arisen during covid and will not disappear even should the pandemic genuinely be over one day. It has been clear throughout the pandemic that very few people at UBC are clear about who holds authority to make and enforce certain sorts of policies, for example. We saw clashes between the Board and the Senates over who had authority to make and enforce rapid testing mandates. We saw Deans step in to make new policies on matters such as in-class teaching without much faculty consultation or to exempt their Faculties from University policy. The processes of collegial governance and the various places for faculty voices within those processes seem to be poorly understood throughout the University. Similarly, faculty have been

brought into a confusing but no doubt on-going discussion of “remote work” arrangements. There are trends toward remote work in the current economic and technological environment, and we have learned individually and collectively a lot about the virtues as well as the problems of on-line and hybrid teaching. But we need to ground such discussions in the University as a university, a place of research and teaching, and not accept changes as “inevitable” much less as necessary because of decades of inattention to the crisis of academic space on our campuses. The main role for the Faculty Association in these matters is working to secure that the collegial governance and academic freedom rights that our members are always adequately upheld and supported.

Among the matters that the FA will need to attend to in the near term, I will mention just two. First, for whatever reason the NDP government has decided to launch a review of the funding model for BC post-secondary institutions. These reviews are often led by people who have no clear idea what post-secondary education is or is for. The UBC faculty must be diligent in expressing a more expansive role for higher education than any model based in job training. Second, it is absolutely clear that academic freedom is under attack from an increasingly radical right of the political spectrum and that the burdens of these attacks fall squarely on scholars in the humanities and social sciences who are working within various theoretical or methodological frameworks (such as Critical Race Theory) or on specific topics (such as Gender Studies). Faculty unions need to be prepared to aid all such people in their academic work, especially since the university leaders on the administrative side seem unwilling or incapable of representing the work of the university and the value of academic freedom.

The work of the FA in advancing the interests of its membership and its individual members depends on a productive relationship with various offices of the University. I would like to acknowledge the directors of Faculty Relations, Doug Thorpe-Dor-

ward and Mark Trowell, as well as their counterpart at UBCO, first Gillian Henderson and then Kristin Cacchioni, and all of the Faculty Relations staff for their professionalism and good-humour, allowing us to productively have what can be very difficult conversations. I would also like to thank the UBC co-chairs of the three Joint Consultation Committees—Moura Quayle, Susan Parker, and Jan Hare—and all the committee members.

We also have the good fortune at the Faculty Association to work with our provincial federation, CUFA BC, which provides us with much knowledge about the overall provincial scene, including news from the Ministry, the Public Sector Employers’ Council, RUCBC (the association of research universities on the employer side), our colleagues at FPSE, and others. Thanks to Dan Laitsch, the CUFA BC President, and Annabree Fairweather, their Executive Director. We are also fortunate to be a member of CAUT. I thank Brenda Austin-Smith, until very recently the CAUT President, and David Robinson, the CAUT Executive Director, for their leadership, especially their continuing interest in the Peter Wall Institute and issues of donor relations and collegial governance at UBC.

Closer to home, the business of the FA depends principally upon two groups of people. The first group is our colleagues who provide the political leadership of the Association. Our Vice President, Dory Nason, has taken on many leadership roles, including serving as the FA co-Chair of the Joint Consultation Committee on Diverse Scholarship, which is a joint committee with the University, looking to develop language to assure Indigenous and other non-traditional forms of scholarship are adequately recognized, supported, and valued at UBC. She also chaired the committee developing the terms of reference for the FA’s proposed Anti-Racism and Indigenous Initiatives Committee. In the course of that work and after much consultation with members, Dory and our Status of Women Chair, Elisa Baniassad, forged the proposed descriptions in the Bylaws for both the new committee and an augmented and reimagined

Equity Committee. I thank Dory for her leadership, energy, and patience.

Our Treasurer, Doris Doudet, continued her thoughtful and highly successful stewardship of our finances and will be stepping down in July. Karen Smith continued her service as our Secretary and also serves as Treasurer of CUFA BC. In July she will become the FA Treasurer. Thanks to them both.

The Okanagan Faculty Committee is stewarded by Diana Carter—the committee helps assure that the UBC FA adequately represents faculty on both campuses. In her capacity as Chair, Diana served also on the Joint Consultation Committee with the University, again assuring that the UBCO issues and concerns receive an adequate hearing; having been re-elected by the UBCO faculty, Diana will be continuing in these roles. Sarika Bose has continued this year as the chair of the Contract Faculty Committee and has done tireless work under trying pandemic circumstances keeping the committee's events—Fair Employment Week, the Research Symposium, and various community of practice events—humming along nicely she will begin a new term in that position in July. Elisa Baniassad chairs our Status of Women Committee and, as mentioned, has championed the reimagining of that committee as a more ambitious and broader Equity Committee. Anne Olsen has chaired the Library and Archivists committee and in that capacity served as the FA Chair of the Library Joint Consultation Committee. The Member Services and Grievance Committee is one of our most active committees, looking at scores of files each year. It is chaired with good-humoured professionalism by Timothy

Taylor. I thank them all of these people for their leadership—and thank all the members of their committees also.

Beginning in the fall, the Bargaining Preparation Committee began meeting regularly under the direction of its chair. As mentioned, we have begun bargaining. Liz continues as Chair and serves as co-chief negotiator with our long-standing chief negotiator, Jim Johnson. The bargaining team also includes, on the side of the membership, Anne Olsen and Tiffany Potter as vice chairs, Hallie Marshall, and myself and Deena Rubuliak, with Mike Law consulting on benefits matters and Bronwen Sprout and Barbara Sobol joining the Library table.

The Executive are the elected trustees of the Association, and we meet each month and often have long, complicated discussions of matters ranging from FA investment policy, to data collection and transparency, to individual member appeals. I thank all the Executive members, including at large members, Shirley Cau, Lea Caragata, Michelle Stack, Kevin Chong, and Meghan Correlia, for their dedication to the work.

The second group of people who keep the Association running are, of course, our staff. Our long-serving Communications Coordinator, Cynthia Thom, has recently retired, and we are very pleased that the work will continue to be done to a high level by the new holder of that position, Emma Bury. Jan Gunn has pitched in also with member communications and scheduling in addition to overseeing our budget as Executive Assistant.

Our labour relations staff includes our member services officers, Ryan Toews, Ryan O’Neill, Sean Hillman, and a new MSO will be joining us June 1, Shayna Fawley. senior MSO, Sarah Hornstein, our Associate Executive Director, Robin Roff, and our Executive Director, Deena Rubuliak. This group of professionals are impressive in their education and training, their dedication to the membership, and their ability to perform in good-humour day after day in conceptually and emotionally difficult situations. These are the people who help our members at some of their lowest points and who navigate the warren of UBC offices that affect labour relations at UBC. There is no group of people I have been more impressed by in my years at UBC; they do excellent work at an extremely difficult job.

Many people offer advice to the FA President on how best to do the job. A surprising number of people who offer such advice seem to think that they know better than I do what I have done and why. So, my advice to those who wish to offer advice to future Presidents is to be open-minded when those Presidents disagree with you on the facts and on the interpretation of the facts. It has not been an easy two years at the helm of the organization, though I have done my best to serve with honesty, integrity, patience, and in the best interests of the members as a collective.

Respectfully submitted,
Alan Richardson,
President



CFC Annual Report

Sarika Bose, Chair; Contract Faculty Committee



During this second pandemic year, contract faculty members may have been more familiar with the technologies required for remote or hybrid teaching, but the increased workload for those already heavily burdened with high teaching loads continued. The teaching and working conditions varied across Faculties, with more flexibility in some Faculties than others. Health and safety conditions were of particular concern to those who were required to teach large classes in person, and to those with their own health vulnerabilities. For many equity-seeking faculty members in contract positions, the pandemic highlighted the improvements needed in accessibility and accommodations, and in the biases in anonymous student feedback that could affect their employment. While several contract faculty members, including former Sessional Lecturers with Con-

tinuing Status, were hired into Lecturer positions, the increased workload and enhanced precarity of this position caused an increased sense of workplace instability.

Due to the remote nature of the workplace, there were few chances for the Committee or our members to meet in person, although there was a small pub social at the end of Term 1, and the chair met one-on-one with individual Contract Faculty members to help inform the work of the broader Committee. There were several Zoom meeting opportunities, however, and a silver lining of the remote teaching situation has been that for the last 2 years we have been able to include our colleagues in the Okanagan in all our events and workshops. We have also engaged with the wider Contract Faculty community on Zoom,

meeting locally through the annual Fair Employment Week events organized by the Contract Faculty Committee at UBC, provincially by the Federation of Post-Secondary Educators, and nationally, by CAUT. On behalf of the Committee, the Chair presented at the Art Mamas Collective at their “Precarious Academic Labour and Motherhood” event in September 2021. The Chair also published an essay titled “Invisibility, Marginalization, Injustice, Dehumanization: Precariousness in the Academy”, in an essay collection edited by Professor Sunera Thobani and published by the University of Toronto Press.

The partnership with CTLT continued, and we were able to organize a series of monthly pedagogy workshops on Zoom for our Contract Academic Community of Practice. Workshops were presented by members of the Contract Faculty community, and included sessions on hybrid teaching, gamifying courses and using digital storytelling. As we did last year, we are adapting our annual Contract Faculty Colloquium so we can include as many of our colleagues as possible through Zoom on both campuses, and holding the event after the April exam period.

As always, the Chair is immensely grateful to the staff at the Faculty Association Office, and particularly to Cynthia Thom, for the support for this work.

Respectfully submitted
Sarika Bose
Chair, Contract Faculty Committee

SWC Annual Report

Elisa Baniassad, Chair; Status of Women Committee

The Status of Women Committee's mandate is to facilitate and engage in networking, advocacy and policy development for women members. This year, after an open call for new members, the Committee successfully expanded to 25 members from both campuses, with representation of all ranks, women with and without children, women of colour, and faculty identifying as disabled.

A significant amount of the work undertaken this past year has been dedicated to addressing the continued challenges associated with the effects of the pandemic on our work.

As reported at the last AGM, the Committee conducted a survey of faculty experiences of the Covid-19 pandemic. We have begun the detailed analysis of the qualitative responses and initial results are clear - that many people, especially those in equity denied groups (women, people of colour, Indigenous members, members with disabilities, and others) and those in the precarious role of contract faculty, have felt that Covid introduced significant overhead to work. That overhead created a gap - the normal high expectations for teaching and research, and then the increased complexity and difficulty in accomplishing what used to be straightforward. Many reported bridging that gap with their own time, at the expense of their mental, physical and emotional wellbeing.

Launching off of the results of that survey, the Faculty Association and the University conducted a series of discussion groups to better understand possible supports and assistance needed by our members. I co-chaired the group on Women and Gender Diverse Members, and heard heartbreaking stories and struggles. Many of the issues that were raised were the same as those that had been reported in the 2020 survey, except with the

added complicating factor of tremendous burn-out and exhaustion. Additionally, any gains that might have been made by a return to in-person instruction, in resolving that gap between expectations and difficulties, have been swallowed up by the pressure for hybridisation, and the continued insecurity of childcare/school attendance and the increased likelihood of becoming sick with Covid ourselves.

In addition to our work on the impacts of the Covid-19 pandemic, this year, the Committee has addressed several issues, and will continue to work on these into next year. We have begun a preliminary examination of the salary data for those faculty hired since the 2010 pay equity analysis was performed, to see if a gap has been reintroduced. The committee is designing a work climate survey, to better understand the issues faced by women and other equity denied groups in all aspects of our work, including instruction and student feedback on instruction, research climate, access to grants and support, supports for motherhood or new parents, return to work after parental leave, and the equity of departmental dynamics. We have also reviewed the ways in which committees like ours can affect positive change on behalf of members. We look forward to continuing these efforts into the 2022-2023 academic year.

I would like to extend my sincere thanks to Robin Roff and Deena Rubuliak who have been so instrumental in supporting the work of the committee through this tumultuous time, and to the members of the committee for their commitment and effort in accomplishing this important work.

Respectfully submitted,
Elisa Baniassad
Chair, Status of Women Committee

LAC Annual Report

Anne Olsen, Chair; Librarians & Archivists Committee

The Librarians and Archivists Committee (LAC) mandate is to keep informed of the affairs of the Library, bring matters that directly concern Librarians and Archivists on the implementation of the Collective Agreement to the attention of the Association, and to act as a forum for ideas regarding internal Library matters put forth by Librarians and Archivists.

I completed my second year as Chair of the committee in 2021-2022. During this year we continued to meet with the Library Joint Consultation Committee which includes LAC members and administrators from both campuses. Discussions continued on our proposal to the University Librarian (UL) to form a Librarians Council, similar to Faculty Councils. A Library Council would provide a space for more collegial discussions with the UL, and a forum for members to offer direct input to the Library administration on matters of joint interest to the Library and the Faculty Association. We also continued discussions about clarifying processes for internal and external hiring, including those for Heads.

Work is ongoing to review merit and PSA procedures across the Library on both campuses. Current procedures for the Library are intended to meet the spirit of the Collective Agreement, while acknowledging the unique structure of the Library as one unit. This year, we completed a survey on merit, PSA and the impacts of COVID-19, and consideration is being given to ways we can address some of the issues and impacts highlighted in the survey results. Discussions on the role of Heads in our current merit and PSA process and a review of the processes between the two campuses have also been part of our ongoing work with the Joint Consultation Committee.

Bargaining preparation continued to be a sig-

nificant focus for our work in 2021. To inform proposals for the bargaining team, we worked on questions specific to librarians and archivists to include in the bargaining survey, held a consultation session open to all members in the Library, and a meeting of the Librarians and Archivists Committee members with Elizabeth Hodgson, Chair of the Bargaining Preparation Committee. Of course the Library also benefits from many of the proposals that are part of bargaining more broadly.

In March of this year, Deena Rubuliak and I met with the external review committee for the Library to talk about the Library from the Faculty Association perspective. The external reviewers met with a broad range of individuals and groups from the Library, the University, and the communities we engage with.

I would again like to extend my sincere thanks and gratitude to the committee members who dedicate their time and expertise to this important work. We welcome new members to the committee at any time! I am also grateful for the ongoing support and knowledge Deena Rubuliak so generously shares with us, and the excellent work of the Faculty Association staff on behalf of our committee and our members.

Respectfully submitted,
Anne Olsen
Chair, Librarians & Archivists Committee

MSGC Annual Report

Timothy Taylor, Chair; Members Services & Grievances Committee

The Member Services and Grievance Committee (“MSGC”) is responsible for overseeing the processing and resolution of questions about the Collective Agreement and university policies and processes, complaints and grievances, and recommending for or against proceeding to arbitration on grievance files. The Member Services and Grievance Committee is composed of members from across both campuses in various ranks and disciplines. We seek to have wide representation on this committee so that we can maintain a collegial dialogue on how best to resolve issues that are brought to our attention. Thanks in large part to work undertaken under the previous committee chairs and the Executive Committee, the MSGC represents a diversity of individuals from across the membership.

The MSGC meets monthly with the professional labour relations staff of the Association (the Executive Director, Associate Executive Director, Membership Service Officers or MSOs) to review and discuss issues confronting the membership. Where the MSGC and professional staff identify trends on issues or patterns of complaints regarding a workplace policy or process, the Committee may also recommend policy grievances to the Executive Committee.

In the past year, the Association opened 354 case files between Jan 1 and Dec 31, 2021. Of these, 298 were resolved by year end. The Collective Agreement grievance language begins with the “informal” grievance process. The name notwithstanding, this is a stage of tough and lengthy negotiation in which the professional staff work with faculty members to investigate concerns, gather evidence and make arguments to the University in support of Collective Agreement

and other workplace rights. The strength of our Association is evidenced by the fact that the majority of our cases are successfully resolved at this stage. Of the 298 files resolved in 2021, Staff and the MSGC were able to complete all without proceeding to a formal grievance.

When the informal process is unsuccessful or the FA and UBC reach a final impasse, the FA files a formal, written grievance. If the Association is unable to settle a formal grievance, the MSGC deliberates and makes a recommendation to the Executive Committee as to whether the Association should advance the file to arbitration. Such recommendations are based on extensive discussion and consideration between MSGC members and professional staff. The Executive Committee, after receiving the recommendation and considering the matter themselves, makes the final decision on which files proceed to arbitration. Even after we formally file for arbitration, the Faculty Association continues to work towards a resolution with the University outside the arbitrator’s room. We did not have any arbitration hearings in 2021 as we settled the indemnification grievance prior to the scheduled hearing dates.

No new arbitrations does not mean that the FA was not involved in legal disputes. Earlier this year we received a disappointing ruling in the Associate Dean’s arbitration, that would permit Associate Deans, who are excluded from the bargaining unit for the length of their appointments to the Dean’s Office, to participate in some collegial governance processes within their home departments. The Faculty Association staunchly disagrees with the arbitrator’s application and interpretation of our Collective Agreement and labour law, and, in November 2021, we filed an

appeal under Section 99 of the BC Labour Relations Code. We are awaiting the results.

Last year in this report, we detailed the Association’s arguments in an arbitration regarding the application of the “excellence test” for Lecturers. The arbitrator in that case has yet to render a decision. We will keep the membership abreast of these resolutions and the awards will be posted to our website when they are available.

Finally, as noted above, one issue of significant concern to the FA and its membership that was successfully resolved this year concerns a grievance on indemnification. The Parties had agreed in 2012 that Faculty Association members would be indemnified should a claim or lawsuit be filed against them so long as they carried out their duties and responsibilities reasonably, responsibly, and in good faith, and “within the course and scope of their employment”. Although the

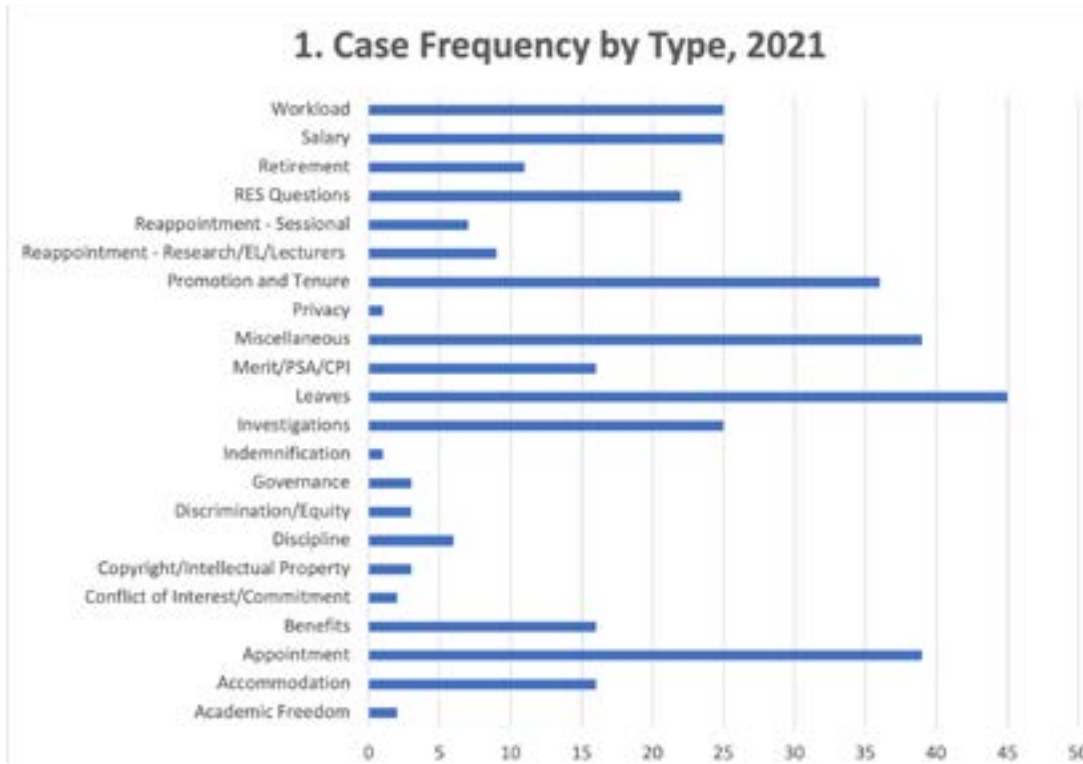


Chart 1: Case Frequency Chart

University attempted to scale back these fundamental protections, we were able to successfully resolve the matter by guaranteeing these rights for our members through a signed memorandum of agreement.

Faculty members bring a wide range of matters to the Faculty Association each year. In some instances, these are questions or concerns that require only advice or support, in others, direct intervention with the University is required to seek resolution for our members. Chart 1 illustrates the range and frequency of case types that arose over the last 12 months.

As indicated, the majority of questions and concerns involved issues of appointment, leaves, workload, salary and promotion and tenure.

There were 24 investigation files opened in 2021, of which our members were respondents in 19. An ongoing concern for the FA has been the manner in which the University conducts investigations, particularly with respect to completion times. In recent years, we’ve been troubled to see that these completion times have stretched to the point where even members fully compliant with a given investigation find themselves waiting six months and longer for resolution. We

consider this unacceptable and continue to push the university for improvement in this regard. It's highly noteworthy in this context, however, that 13 investigations were resolved by December 31st this year.

For further context, Chart 2 provides a breakdown of the investigations types addressed this

year.

Of the 5 investigations under Policy SC7: Discrimination, two involved allegations of adverse treatment on the basis of mental or physical disability and three involved allegations of adverse treatment on the basis of sex, gender expression or identity.

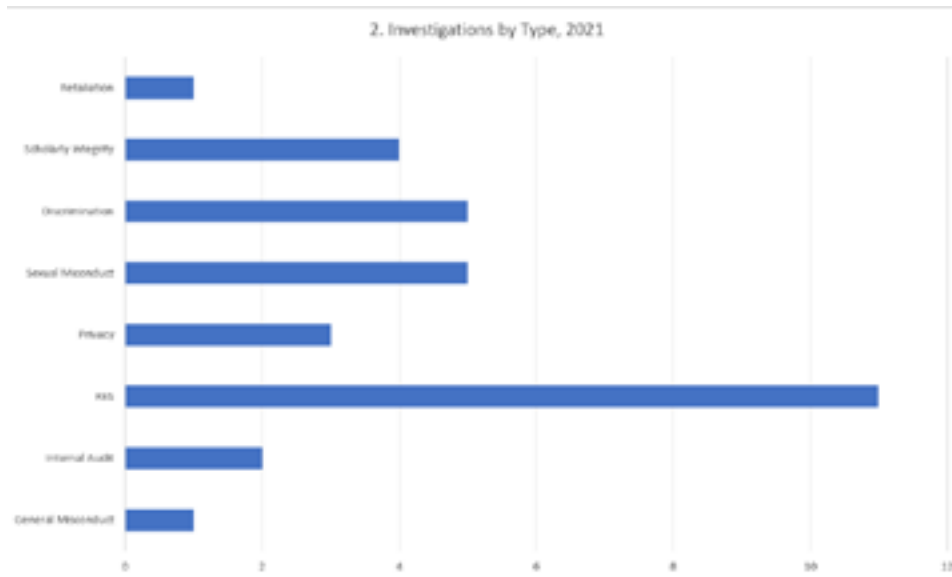


Chart 2: Investigations 2021

It has been a challenging year for everyone, and I would like to thank the members of the MSGC who diligently attended our monthly Zoom meetings to provide assistance to their colleagues and help improve our workplace. It has been my pleasure and privilege to work with them.

Finally, I would like to thank the staff for their skilled work in assisting our members in these difficult times.

Respectfully submitted,
Timothy Taylor
Chair, Member Services & Grievances Committee




OFC Annual Report

Diana Carter, Chair; Okanagan Faculty Committee

Like the other standing committees, the Okanagan Faculty Committee experienced the continuing effects of COVID-19. All of the social events that would typically take place on campus remained postponed. However, we are optimistic and hopeful that we will be able to resume our in-person activities during the next academic year.

This past fall, the committee resumed its monthly virtual meetings to review issues that are central to the Okanagan campus and its faculty members. At the top of the priority list was the return-to-campus experience. The committee discussed working, teaching and research



conditions at UBCO and raised several important questions, including the availability of technical support for newly formed hybrid courses, the quality of air in offices and class rooms, and the criteria for determining which courses would be taught in-person, hybrid or online. We also discussed the effects of the pandemic on the Student Experience of Instruction surveys, and whether factors such as un-official hybrid courses and high absentee rates would affect student experiences. The centralized scheduling system returned as a primary concern this year, as the situation seemed

to be declining rather than improving due to the enforced scheduling rules and the lack of departmental autonomy. Much more work needs to be done to resolve the issues arising from centralized scheduling.

The Chair of the Okanagan Faculty Committee continued to attend monthly meetings of the Joint Consultation Committee along with other Faculty Association executives until March. The JCC provides an opportunity for representatives from the UBC administration and the Faculty Association to identify and discuss ongoing issues and topics relevant to both campuses.

January 2022 marked the first anniversary of the renewed Okanagan Faculty Committee. We sent out our second call for members and welcomed three new individuals. Our current membership has representation from different ranks and faculties from the Okanagan campus. We look forward to many more in depth discussions with the new and returning members over the coming months.

On behalf of the committee, I would like to thank Deena Rubuliak and the Faculty Association staff for their expertise and support throughout the year.

Respectfully submitted,

Diana Carter
Chair, Okanagan Faculty Committee

BPC Annual Report

Elizabeth Hodgson, Chair; Bargaining Preparation Committee

We started to prepare for bargaining in the spring of 2021, so the Bargaining Preparation Committee (BPC) has already been working toward this bargaining round for a year. We've met every week since September, along with some intensive retreats, independent tasks, and many consultation sessions, so that we can be as prepared as possible to negotiate on your behalf.

Our Bargaining Preparation Committee (BPC) for the 2022 round is a healthy mix of new and experienced bargainers. Returning to the scene are myself, Elizabeth Hodgson, Chair & co-Chief Negotiator; Jim Johnson, Chief Negotiator; Alan Richardson, President; Deena Rubuliak, Executive Director (ex officio); Anne Olson, Associate Chair & Library; and Jonathan Ichikawa, Philosophy. New to the BPC: Tiffany Potter, Associate Chair; Hallie Marshall, Theater and Film; Dory Nason, Vice-President; Mike Law, Public Health; and Peter Arthur, Education, UBCO. As usual, we build the BPC as a team with concern for the membership as a whole and with complementary skills and knowledge. It is also true that we do have BPC members from pretty much every rank, many disciplines, and from both campuses.

The BPC has three principle tasks:

1) to prepare for bargaining itself through training in that fine art of table negotiations. We've done this all year, with workshops from experts at the local, provincial, and national levels, in-house coaching, as well as readings and reflection.

2) to consult with our members: this is a key part of our work. We ran weekly Zoom consults all fall; we collected aggregate data via a bargaining survey; we've talked to focus groups; and we've spent a lot of time one-on-one with

any member with a bargaining question, issue, or concern. That's our job, and we take it very seriously: to hear what matters to you in your work-life at UBC and see if there are ways to make your working conditions better.

3) Research on proposals: here we look historically, provincially, and nationally to learn about the various possibilities that we might pursue at the table: how best to build both immediate and longer-term gains into the Collective Agreement; how to resolve ongoing or emerging problems; and how to correct inequities, injustices, and unfairness on our campuses. This research process continues in bargaining itself, as we address the University's own proposals, and keep abreast of what's happening around the province and across the country.

Where we're at now: negotiations with the University starts on April 20th, 2022, with our table-team ready to present your priorities to the university's negotiating team. We publish the Day One initial proposals immediately after we've shared them with UBC's team, and then we will walk you through them in turn through our Bargaining Advisories—watch for these!

What can you do to support this important work? Read the Bargaining Advisories as they come out (they're also on the FA website). Keep sharing your experiences, your ideas, and your stories. Tell us if you have expertise in a particular topic that we can use. And though we love the work for its own sake, if you know someone on the BPC, feel free to thank them!

Elizabeth Hodgson
Chair, Bargaining Preparation Committee

Treasurers Report

Doris Doudet, Treasurer

The audited financial statements for 2021 and the 2022 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2021 are shown, as is the planned budget for 2022 (NB: dollars in thousands).

Membership dues were underestimated in the 2021 budget by \$129K (line 2). The income from dues is hard to predict from one year to the next due to the fluctuations in the number of employees (new hires, retirements, members who go onto long term disability) and negotiated salary increases.

We budgeted for a surplus of \$683K in 2021, and there was a total surplus of 1,181 million (line 41). This was largely due to the reduced operational expenses resulting from the global COVID-19 pandemic. Staff worked from home until September when return to campus was permitted. There was limited travel between campuses, to conferences, and uncertainty about COVID safety restricted our ability to have in-person events. The Grievance and Legal fees (line 14) were under-spent by \$375K due mainly to arbitrations being settled between the parties prior to the hearing.

In total, the 2022 budget allows \$1.059 million in Service to Members Expenses. The increase is anticipation of a return to more normal activities. As collective bargaining commenced in April 2022, the Faculty Association budgeted \$500K for related expenses, which is commensurate with bargaining expenses in previous years. The budget will also still provide a healthy cushion for grievance-related legal fees.

We had a surplus in Operational Expenses of \$73K in 2021 (line 29), again largely due to the on-going pandemic. The Faculty Association investigated the

viability of Director and Officer Liability insurance. It was found that the premiums were not cost effective compared to continuing to self-insure. Subsequently, Insurance (line 24) was reduced. In consideration of the extraordinary challenges caused by the pandemic \$10K was donated to 4 foodbanks (the campus food banks on the Okanagan and Vancouver campuses, and to community food banks in both places). This increase is reflected in line 25: Donations. Overall, Operational Expenses for budget 2022 were increased with the hopes that we will experience a return to more “normal” operations.

There was a deficit in Human Resources of \$171K (line 37). This was largely due to pre-paying release time for 2022 term 1. The budgeted amount for 2022 is \$1.276 million. It is a negotiation year for the Faculty Association’s unionized staff which is reflected in the increase.

The 2022 budget calls for a net surplus of \$266K (line 41). This budget was adopted by the Executive Committee in January 2022. Based on continued waves of Covid infections we anticipate a larger surplus at the end of the year than is noted in the 2022 budget document.

The Auditor’s report for 2021 was completed in June 2021 by Achieve CPAs, LLP. The Statement of Financial Position at December 31, 2021 indicates total funds at \$ 8,913,738*. This is an increase to members’ equity from December 31, 2020 of \$ 1,171,341*. The Audit report was submitted without qualification.

As this will be my last report as Treasurer, I am pleased to hand the role off to Karen with the Faculty Association in a financially healthy position.

*Corrections made

Budget

UBC Faculty Association Budget - Adopted January 19th 2022

Line #		2021 Approved Budget	Y-T-D. for 2021	2021 over/(under)	PROPOSED BUDGET 2022	Line #
1	REVENUE					1
2	Membership dues	3,350,000.00	3,479,686.16	129,686.16	3,690,000.00	2
3	Interest Income	2,000.00				3
4	Miscellaneous Revenue		-			4
5	TOTAL REVENUE	3,352,000.00	3,479,686.16	129,686.16	3,690,000.00	5
6						6
7	EXPENSES					7
8	Membership Expenses:					8
9	CAUT Dues	580,000.00	602,634.18	22,634.18	625,000.00	9
10	CUFA-BC Dues	280,000.00	286,978.53	6,978.53	300,000.00	10
11	Subtotal Membership Expenses	860,000.00	889,612.71	29,612.71	925,000.00	11
12						12
13	Service to Members Expenses					13
14	Legal Fees and Grievance/Arbitration Related Expenses	500,000.00	124,062.04	(375,937.96)	500,000.00	14
15	Collective Bargaining Interest Arbitration Legal and Exp.	10,000.00	-	(10,000.00)	500,000.00	15
16	Member Seminars/AGM & FGM/Consults/Education/Commun	9,500.00	-	(9,500.00)	9,500.00	16
17	Special Events	20,000.00	-	(20,000.00)	30,000.00	17
18	Standing Committee and Meeting Expenses	20,000.00	737.78	(19,262.22)	20,000.00	18
19	Subtotal Service to Members Expenses	559,500.00	124,799.82	(434,700.18)	1,059,500.00	19
20						20
21	Operational Expenses					21
22	Travel and Conference Fees/Exec PD	35,000.00	2,991.98	(32,008.02)	75,000.00	22
23	Office Expenses including IT Tech Services	40,000.00	23,053.27	(16,946.73)	40,000.00	23
24	Insurance	15,000.00	2,481.00	(12,519.00)	5,000.00	24
25	Donations	15,000.00	15,000.00	-	5,000.00	25
26	Audit and Professional Fees	15,000.00	12,075.00	(2,925.00)	15,000.00	26
27	Asset Purchases-Equipment	7,500.00	8,623.27	1,123.27	12,000.00	27
28	Leasehold Improvements	10,000.00	-	(10,000.00)	10,000.00	28
29	Subtotal Operational Expenses	137,500.00	64,224.52	(73,275.48)	162,000.00	29
30						30
31	Human Resources					31
32	Release Time	250,000.00	356,000.00	106,000.00	320,000.00	32
33	Staff Salaries	721,082.15	775,136.96	54,054.81	790,639.70	33
34	Staff Benefits - Taxes, PDF	125,290.93	143,786.55	18,495.62	146,662.28	34
35	Contract Office Support/Recruiting	5,000.00	3,627.70	(1,372.30)	7,500.00	35
36	Staff Training	10,000.00	4,025.93	(5,974.07)	12,000.00	36
37	Subtotal Human Resources	1,111,373.08	1,282,577.14	171,204.06	1,276,801.98	37
38						38
39	TOTAL EXPENSES	2,668,373.08	2,361,214.19	(307,158.89)	3,423,301.98	39
40						40
41	SURPLUS (LOSS)	683,626.92	1,118,471.97	(434,845.05)	266,698.02	41
42						42
43	Transfer of Funds*					43
44	Legal Reserve Fund	683,626.92	1,118,471.07	(435,208.15)	266,698.02	44
45	Operational (General) Reserve Fund					45
46	TOTAL TRANSFER OF FUNDS	683,626.92	1,118,471.07	(435,208.15)	266,698.02	46

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