

UBCFA Executive Election 2022

CANDIDATES' STATEMENTS

Nominee for Vice President

Stephen Petrina

Professor

Curriculum and Pedagogy

Faculty of Education

UBC Vancouver

I want to facilitate serious reform of the Faculty Association of UBC, which is increasingly out of touch with the working conditions of the vast majority of its members. My platform is a reality check with a wake-up call. We pay a percentage (.678%) of our gross salaries for annual dues to the FA but what is the quality of services we receive? The FA now pays out \$831,005 annually to the CAUT and CUFA but what benefits does an individual member receive? Protections, defences, services, and relative income for FAUBC members have progressively eroded over the past decade. Contracts or Collective Agreements have been embarrassments to FA members. For the last two contracts (2017 & 2020), the FA bargained pitiful 2% general wage increases for its members. This barely meets annual inflation rates and is a fraction of cost of living increases in the Okanagan and Vancouver metro. With the failure to bargain adequate wage increases, FA members might then expect new, improved language in the Agreement to protect members. Yet language bargained has been a dismal failure as well. Agreements continue to be embarrassing without adequate language on academic freedom (AF) and employment equity (EE). The AF preamble was cut and pasted into the Agreement in 2006 from the 1978 UBC Calendar. No new language has been added since! And there is no language on EE. Compare with SFU's Agreement (Articles 12-13). Meanwhile, the Deans' salaries jumped by about 4% per year over the last two contracts and senior managers bloated their offices and ranks. Appointments of Assistant, Associate, and Vice Deans are made without a Policy and the bothersome details of EE. Exploiting weakness of the FA and erosion of member services, UBC's senior managers have created unnecessary challenges for faculty and librarians on both campuses. Adversarial and litigious, UBC increasingly pays out on contracts to external legal firms to make personnel decisions and give direction on working conditions. Here again the FAUBC has no language to protect members and no initiative to counter with grievances and legal fees in defence of members. The Member Services and Grievances Committee (MSGC) is missing in action as grievances filed on behalf of members are now basically a thing of the past.

Do you want improved member services in the FA? Do you want FA Leaders held accountable to members? Do you want meaningful communication from FA Leaders? Do you want a FA that can hold managers' power in check and counter abuses of policies and procedures? Do you want contracts that deliver better than 2% and improve working

(See Next Page)

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Stephen Petrina (cont'd)

conditions through necessary language? Do you want FA Leaders that actually act on your complaints of ableism, racism, other systemic oppressions, and toxic work environments? Like you, I want an active faculty association rather than a passive faculty club. Talk is cheap. Action, critical and equitable, is costly and risky but worthwhile. I served on the FA Executive Committee as a Member-at-Large for four years (2003-2007) and have extensive experience and expertise in employment relations and critical university studies. I have a responsive sense of everyday working conditions of faculty and librarians. I enjoy an interdisciplinary research program and have a longstanding passion for teaching and service. Yet I realize there's more to my responsibilities than RTS.