

FA Executive July 1, 2017 – June 30, 2019

<i>President:</i>	Stephen Rader
<i>Acting President:</i> (June – December 2017)	Matt Reid
<i>Vice-President:</i>	Matt Reid
<i>Acting Vice-President:</i> (July – December 2017)	Paul Sanborn
<i>Past-President:</i>	Jacqueline Holler
<i>Secretary:</i>	Paul Siakaluk
<i>Treasurer:</i>	Sylvia Barton
<i>Grievance Officer:</i>	Catherine Nolin
<i>Executive Director:</i>	Donna Plourde
<i>Members-at -Large:</i>	
Faculty representative	Art Fredeen
Faculty representative	Kristen Guest
Faculty representative	Paul Siakaluk
Library representative	Trina Fyfe
SLI representative	Jenia Blair
Term representative	Monica Mattfeld
Regional representative	Bruce Bidgood

Calendar of Events:

Western Regional Conference

October 12-14
Ramada Plaza Prince George



New Members' Reception

October 19, 6:00 pm – 8:00 pm
Thirsty Moose Pub



Fair Employment Week

October 23-27



Fall Annual General Meeting

October 27, 12:00 noon – 1:30 pm
NUGSS Event Space

We have more new Faculty Association members than we have seen in many, many years; a new executive that will be working hard on your behalf; a new provincial government that seems genuinely interested in post-secondary education; a new academic planning initiative that has been endorsed by Senate; a new standing position on Senate for the UNBC FA President; and new senior academic administrators appointed or actively being recruited.

It is a pleasure to welcome 11 new members who are introduced in this newsletter, as well as all of you who are new to UNBC on term contracts – welcome to UNBC! I am so excited to see such a large number of new appointments this year, as my involvement with the UNBC FA has so far seen at most a handful of new appointments in any one year. I would also like to welcome and introduce you to the new UNBC FA Executive who has been working hard on your behalf since the spring.



Executive Committee Retreat, May 2017
UNBC Aleza Lake Research Forest Field Education Centre

The UNBC community has been hard at work on Academic Planning, and I would like to take this opportunity to thank all of you who were involved. We appreciate all the long hours that were put into the process, and are happy to see that the process will continue now that Senate has endorsed the plan at the June meeting. I am pleased to see that Senate has specifically endorsed the formation of the Academic Action Plan Advisory Committee, which will certainly help with collegiality in the implementation of the academic plan and ensure that Senate continues to be actively involved in the process.

At the June meeting of Senate, there was much discussion about collegial governance in the face of implementing the academic plan. I am heartened that Senate approved a non-voting position for the UNBC FA President in June. The change to the composition of Senate required a 2/3 majority vote, and I was thrilled to see the support for the UNBC FA on Senate. I see this as a very positive development for collegial governance on campus.

As many of you will be aware, I was very concerned about the openness of the hiring process for the new Vice President Academic and Provost and received many comments from members about this. Despite our push for an open process, the process remained a closed one, and the UNBC FA president was never given the opportunity to meet with any of the candidates. Nevertheless, we now have a new VP Academic and Provost, Dr. Dan Ryan. I hope to work productively with him moving forward, and view the new position as an opportunity to reset relationships. The University is moving forward with the search for the new VP Research, and your Senate has requested the composition of the search committee to include more faculty. I encourage all of you to continue to raise this issue with your Senators as I see this as a mechanism to enhance the openness of hiring



A MESSAGE FROM THE PRESIDENT

*Matt Reid, A/President UNBC-FA
Professor, Physics*

Dear Colleagues,

As the UNBC FA Acting President while Stephen is on sabbatical, I would like to welcome everyone back to a new semester! This is one that is earmarked by new beginnings.

processes at UNBC, a goal I believe we should embrace for all hiring of senior academic administrators.

The UNBC FA has also been very busy with other matters in the past few months. The UNBC FA is hosting the Western Regional Conference this year, a meeting of the faculty associations from Manitoba to British Columbia. The conference will be held at the Ramada in downtown Prince George, Oct. 12-14th. We are pleased to have been given support from the President's Executive Council, the Provost's Office, the UBC Faculty Association and Black Gropper. The support is most appreciated as hosting the event comes with a financial burden that is more difficult to absorb for the UNBC FA, being a small association. We have put together a very informative program, which includes panels on equity, internationalization, indigenizing the academy, status and impacts of casualization, and governance. The full program is available in the Faculty Association office, and I encourage those interested in attending sessions to review the program with Donna Plourde in the FA office, and to register for those sessions that are of interest as soon as possible as there are a limited number of seats.

As I have reported on previously, a safety audit was conducted at UNBC that highlighted a number of significant concerns related to health and safety on campus. We have been working hard to try and push the university into action to deal with the audit. One of the challenges we faced was to see the Joint Occupational Health and Safety (JOHS) Committee become properly constituted. I am pleased to report that through the dedication of the UNBC FA, CUPE and employer representatives on this committee, a comprehensive terms of reference has been approved, which will allow the committee to operate effectively. The UNBC FA has approved a new policy for appointing members to the JOHS Committee, and we have put out a call to elect representatives. Thank you to those that have stepped up for this important committee. I encourage all of you that have expertise in health and safety to consider putting your name forward in future calls, as safety is a priority for us all.

Our Grievance Committee has also been particularly active in the last months, and while a full report will be forthcoming at the AGM in October, I feel that is important to note a general theme we continue to observe. In May, we went to arbitration to defend the rights of Term Members to access the phased retirement program. Unfortunately, that arbitration was unsuccessful. Subsequently, we filed a grievance on denial of benefits for a Term Member upon conversion to full-time status, which was denied. The trend that is emerging is that the University is paying particular attention to our Term Members in precarious employment conditions and pushing to see them receive the least possible. It is therefore clear that we will have to defend the rights of our Term Members vigorously in the next round of bargaining.

Finally, I would like to encourage all of our members to support a new campaign by the Canadian Association of University Teachers (CAUT), calling on the Canadian government to implement the full recommendations of the April 2017 Report of the Advisory Panel on Federal Support for Fundamental Science. Chaired by Dr. David Naylor, this report provides a comprehensive analysis of the state of Canadian research funding and offers clear direction for the way forward.

Among its central conclusions: federal spending in support of research has fallen behind that of peer nations since the early 2000s; and federal research funding has increasingly favoured targeted priority-driven research at the expense of investigator-led projects. These patterns have particularly disadvantaged women and minoritized scholars, early career researchers, and social scientists and humanists. The report's key recommendation is that the Canadian government increase funding for investigator-led research by \$1.3 billion over 4 years.

In order to support this initiative, I would encourage all of you

to:

- Sign and share [CAUT's online petition](#); and
- [Contact your MP](#) urging them to advocate for basic research in this country by supporting the implementation of the Naylor Report recommendations.

I wish you all a fun and productive semester!



INSPIRING WOMEN AMONG US

2017


Annie Booth


Conference Committee Co-Chair and
Professor, Environmental Studies

Looking forward to *Inspiring Women Among Us* this November? It's coming fast! This year the event is being held November 16-29th, and our theme is of particular relevance to FA Members: Women, Work and Allies. Join us for a variety of great events to explore ideas about what is "work" and of creating safe, respectful work environments within which women and other vulnerable groups don't just survive but truly thrive, building a better workplace for all.


Think the discussion is not needed? Think again. As the Google scandal, the ongoing reports of universities failing to act on harassment in the workplace and the situation south of the border where everything from pay equity to the protection of people of colour, immigrants and on the non-traditional gender spectrum, make too clear, this is a timely and critical discussion to have. We'll be taking up the question of allyhood as well: how do all of us contribute to a respectful workplace and support women and vulnerable groups, without undercutting their agency or becoming closet oppressors ourselves.


We've already confirmed some great events:


 October 13th 3:30 -5:00 IWAU/NRESI will present **Elizabeth May**, leader of the Federal Green Party (8-168) in a pre-event (she will also be speaking later at Books and Co. on "being a feminist in Canada's Green politics").

 November 16th, starting at 7 pm, **Si Transken** leads us off with her greatly anticipated **Art + Coffee event** in the Rotunda, co-sponsored by the UNBC Community Arts Council.

 November 18th, BC's first Indigenous female provincial Commander of the RCMP, **Brenda Butterworth-Carr** will be speaking on **female leadership in law enforcement** (1:00 to 2:30, location 7-238).

 November 20th IWAU will be hosting **Dr. Maydianne Andrade**, Vice-Dean, Faculty Affairs & Equity, University of Toronto Scarborough, and Professor and Canada Research Chair in Integrative Behavioural Ecology for a series of talks, including issues of **equity and fairness at universities** (plus her research on spiders and sex) (let Zoë Meletis know if you'd like to join her for lunch, or dinner the night before).

 Plus a very **special panel of Indigenous women leaders** November 24th, 12:00 to 1:30, featuring members of the all-female elected Saikuz Band Council, as part of a joint Global Fridays/IWAU presentation (7-158).

 **Rob Budde's Art Cabaret** is happening again November 25th, so poets, artists and chanteuses are getting ready (The Omineca Art Space).

And November 28th, last year's huge hit, the **Mentoring Lunch**, is happening again 11:30 to 1:00 in the Gathering Place (spaces went quickly last year, sign up early!). And a lot more still in the works.

IWAU leads up to two days of remembering lost community members: The **Trans Day of Remembrance** November 20th, and the **National Day of Remembrance and Action on Violence Against Women**, to be recognized at UNBC on November 29th. Join us at both to remember.

Check out IWAU at InspiringWomen UNBC (Facebook), www.unbc.ca/inspiring-women (web) or @Iwau_Events (Twitter) for news and a full schedule (coming soon). Always welcoming volunteers, donations, and sponsors—so get involved if you can; it's a community affair! And buy an IWAU Toque to help support IWAU and the IWAU Award for women needing financial support.



CUFA BC ANALYSIS OF FISCAL UPDATE

Michael Conlon

Executive Director

Confederation of University Faculty Associations of BC

On September 11, Finance Minister Carole James delivered a fiscal update that also included several amendments to the budget the Liberals passed in March. Several new spending initiatives were announced including enhanced capital and operating funding for K-12, an immediate 50% rollback of MSP premiums, and funding to restore free tuition for Adult Basic Education (ABE) and English Language Learning (ELL) programs. Enhanced funding for ABE and ELL will be \$19 million annually. The government also set out its commitment for free tuition for those aging out of foster care. In addition, there were also new tax measures including an increase in the tax rate for those making over \$150,000 from 14.8% to 16.2%, an increase in the corporate tax rate for 11% to 12%, and a cut in the small business tax from 2.5% to 2%. In addition, the commitment to remove tolls from the Port Mann and Golden Ears bridges was costed at \$479 million. The latter cost was added directly to the taxpayer supported debt.

Of note, there was no reference to the promises of an annual \$400 grant for renters or the campaign promise of \$10 a day care. In addition, there was no accounting in the budget for the campaign promise to eliminate interest on student loans or the campaign promise for a \$50 million graduate scholarship. During the lock-up it was confirmed with a number of officials that the commitment was to eliminate interest retroactively which will cost close to \$70 million. There was also no mention of the campaign commitment for \$100 million in funding for Science, Technology, Engineering, and Math (STEM) programs. In the budget the Liberals introduced in February a small portion of that funding was supposed to flow in this fiscal year (\$5 million) with the remainder in the following three fiscal years. Ministry officials in the lock-up advised that the money will be spread over the next three fiscal years; however there are still no details on how that money will be distributed.

Despite clear funding challenges, the general fiscal outlook for the province remains robust. Even with the substantial new commitments added to the current fiscal year the budget includes a projected surplus of \$246 million. The Minister is projecting growth of 2.9% this fiscal year, 2.1% in fiscal 2018/19 and 2% in 2019/20. Those forecasts are slightly lower than the Economic Forecasting Council's projected growth of 3% this fiscal year, 2.3% in 2018/19, and 2.2% in 2019/20. If growth comes in closer to the Council's projections the NDP

will have considerable breathing room on spending.

Despite this optimistic forecast, the reality emerging from the fiscal update is that even with a healthy surplus and robust growth projections the NDP are going to be hard pressed to meet all of their campaign commitments without going into deficit.

In addition, when questioned by the media during the lock-up Carole James noted several times that the NDP were unable to proceed with several campaign commitments without the support of the Green Party. This is not entirely consistent with the agreement which, in essence, gives the Greens input into spending decisions but no veto given that they agreed to vote with the New Democrats in all matters of confidence. Any bills allocating spending are, by definition, confidence bills. Almost immediately after the budget update Green Party Leader Andrew Weaver began asserting that the NDP's campaign promises were now irrelevant and that the Greens would need to agree to any new spending not explicitly set out in the accord. This would put several commitments in question, including the promise to eliminate student loan interest retroactively, the graduate scholarships, and the STEM funding. In our September 13 meeting, Green Party Leader Andrew Weaver indicated his support for the latter commitment but expressed concern about the retroactive nature of the cut on student loan interest.

While major new spending initiatives in our sector are unlikely, it is also clear that the new government will be more sympathetic to the concerns of the labour movement. Minister James did note that the government is preparing for the next round of collective bargaining and signaled that public-sector workers have borne the brunt of recent austerity policies. A core part of our lobby strategy will be to diminish if not eliminate the role of PSEC in collective bargaining and ensure that the next round of bargaining redresses some of the salary disparity for faculty in BC. In our meeting with Andrew Weaver he expressed enthusiastic support for getting PSEC out of bargaining at the research universities. Finally, while the Minister did reference the need to treat public sector workers fairly it was less encouraging that in her PowerPoint presentation public sector compensation was listed under 'risks' to the economy.

CUFA BC will continue to work with the new government to ensure that it honours its commitment to establish a graduate scholarship program and commit \$100 million to STEM programs. In addition to these fiscal priorities we will continue our push to depoliticize our Boards of Governors and ensure that Board appointments are not seen as a reward for political loyalists and donors.

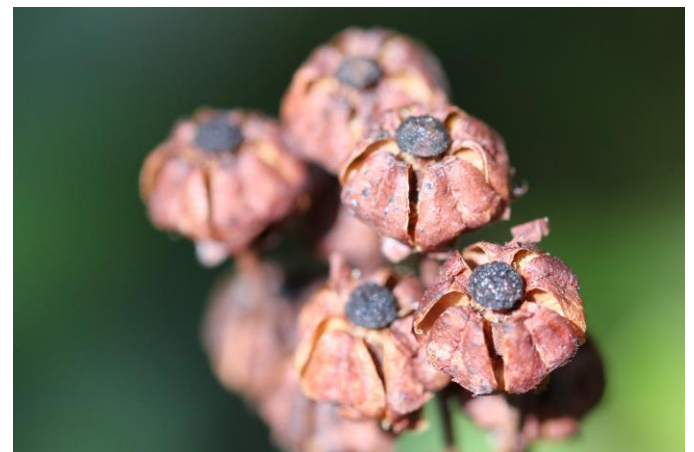


Photo Courtesy of Ted Binnema



BARGAINING REPORT: THE NATIONAL LANDSCAPE

*Ted Binnema
UNBC-FA Defence Fund Trustee
Professor, History*

In this time between contract negotiations at UNBC, it is useful to keep track of what is happening with our colleagues across the country. Many eyes were on Windsor University this summer because of the history of difficult negotiations there. Fortunately, for the first time since 2004, the parties did conclude a four-year collective agreement (2017-21) without a strike vote or strike action, and before the beginning of the fall semester. The agreement has improved language having to do with ensuring a workplace free of harassment and discrimination, employment equity, and leave provisions when members have critically ill children. Members of the Windsor University Faculty Association will receive annual salary increases ranging from 1.6% to 2.0% annually, and the annual increment will be raised to \$2650. It is encouraging to see that negotiations could be completed at Windsor so congenially.

Just as things have been going well at Windsor, things have been going poorly at Laurentian University. There, in late spring, the Employer presented proposals that, according to the Laurentian University Faculty Association (LUFA) were very regressive. LUFA reports that the Employer has since delayed and stonewalled, and more recently, refused outside mediation. Accordingly, LUFA members approved a strike vote on 14 September, and subsequently, a strike began on 28 September. The UNBC FA stands in solidarity with LUFA!

Finally, on 25 September, the members at the Ontario College of Art and Design (OCAD) reached their agreement with their employer. Noteworthy is the fact that with this agreement, different categories of faculty at OCAD reached much greater equity in teaching loads than previously. Because their salaries are well below sector norms, they will also get salary increases of 3% per year for three years.

I wish everyone the best for the semester.



SUCCESSFUL LABOUR DAY MARCH AND CELEBRATION

Prince George, September 4, 2017

Over 1500 people participated in Labour Day celebrations in Prince George, BC, on the PG City Hall lawn. The event was organized by the Labour Day Organizing Committee and the North Central Labour Council, with over 30 unions, labour organizations, businesses and community groups sponsoring. The overall theme was: Labour movement – past, present, future: Fighting for the rights of all!

Activities began with a spirited march through downtown Prince George. This was followed by speakers, food, and musical entertainment that continued for several hours.

Throughout the afternoon, the bands Cottonwood and Far From Linear played popular, folk and labour-oriented songs for the attending crowd. Various unions, businesses and community groups set up booths and tents, engaged in discussion and information sharing with those in attendance as well as handing out free hotdogs, popcorn, fruits, juices, fudge, cookies, candy and other treats.

Natalie Fletcher, chaired the proceedings on the behalf of the Labour Day organizing Committee. She began by

enthusiastically welcoming everyone and thanking all the sponsoring and supporting organizations for their contribution to the success of the march and celebration.



Photo courtesy of Dawn Hemingway

Victor Joseph then came forward to welcome participants to the traditional territory of the Lheidli T'enneh First Nation. This was followed by the Khas'tan Drummers, a drumming group made up of Lheidli T'enneh members and friends, who performed several traditional songs.

City of Prince George mayor, Lyn Hall, spoke next highlighting the important role labour plays in the community and specifically thanking the City's inside and outside workers for their contribution to the operations of the city.

Peter Ewart, from Stand Up for the North and May Day Organizing Committee, spoke about the importance of the labour movement fighting not just for its own rights, but also for the rights of all in our society, and that these two aims give the movement the strength and resilience of steel cable.

The president of CUPE BC, Paul Faoro, talked about how he was optimistic about the future in the province now that a new government has been elected. He also paid tribute to Janet Bigelow, the well-known and respected president of the City's inside workers, who tragically passed away recently.

The keynote speaker for the PG Labour Celebration was Aaron Ekman, Secretary Treasurer of the BC Federation of Labour. He emphasized the crucial role of labour solidarity, pointing out that for the last 100 years, employers have continually tried to divide workers in the province on the basis of colour of skin, country of origin, language and sexual orientation. This continues up today with temporary foreign workers being subjected to forms of slavery and indenture that deny them fundamental rights. He concluded by pointing out that it is incumbent upon the labour movement to stand in solidarity and to insure inclusion of all workers, whether they belong to a union or not, whether they are from this country or not.

The final speaker was Don Iwaskow, president of the North Central Labour Council, who thanked all those in attendance for helping make Labour Day 2017 a great success.



Photo courtesy of Dawn Hemingway

Once again, workers and community allies worked hard to organize this highly successful event. It has generated a lot of enthusiasm in the community and represents another

important step in the building of a strong labour movement in Prince George and region, one that stands for, and fights for, the rights of everyone.

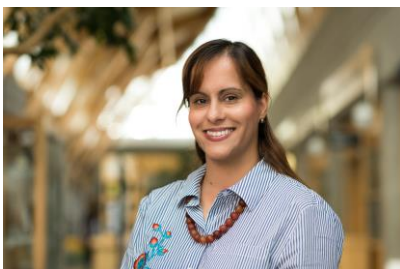
Courtesy of the USW Local 1-424, Prince George



A Warm Welcome to Our New Members!



Alia Hamieh
Assistant Professor, Mathematics



Lianne Tripp
Assistant Professor, Anthropology



Nathan Andrews
Assistant Professor, International Studies



Annie Duchesne
Assistant Professor, Psychology



Kyrke Gaudreau
Assistant Professor, Environmental Studies



Fan (Terry) Jiang
Assistant Professor, Computer Science



Eduardo Martins
Assistant Professor, ESM (Forestry)



Susie Wilson
Data Services Librarian



Annelise Dowd
Research & Learning Services Librarian



Clarence Hofsink
Sr Lab Instructor, CTLT



Kaila Fadock
Sr Lab Instructor, Chemistry



Promoting a Healthy Workplace: Preventing Burnout

What is Burnout?

Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. As the stress continues, you begin to lose the interest or motivation that led you to take on a certain role in the first place.

The Effects of Burnout

The negative effects of burnout spill over into every area of life including your home, work, and social life. Burnout can also cause long-term changes to your body that make you vulnerable to illnesses like colds and flus. Because of its many consequences, it's important to deal with burnout right away.

Most of us have days when we feel helpless, overloaded, or unappreciated – when dragging ourselves out of bed requires the determination of Hercules. If you feel like this most of the time, however, you may have burnout.

Burnout is a gradual process. The signs and symptoms are subtle at first, but they get worse as time goes on. Think of the early symptoms as red flags that something is wrong that needs to be addressed. If you pay attention and act to reduce your stress, you can prevent a major breakdown. If you ignore them, you'll eventually burn out.

Signs and Symptoms of Burnout:

- Feeling tired and drained most of the time
- Lowered immunity, getting sick a lot
- Frequent headaches or muscle pain
- Change in appetite or sleep habits
- Sense of failure and self-doubt
- Feeling helpless, trapped and defeated
- Loss of motivation
- Increasingly cynical and negative outlook
- Withdrawing from responsibilities
- Procrastinating, taking longer to get things done
- Using food, drugs or alcohol to cope

Difference Between Stress and Burnout

Burnout may be the result of unrelenting stress but it isn't the same as too much stress. Stress, by and large, involves too much: too many pressures that demand too much of you physically and psychologically. Stressed people can still imagine, though, that if they can just get everything under control, they'll feel better.

Burnout, on the other hand, is about not enough. Being burned out means feeling empty, devoid of motivation, and beyond caring. People who experience burnout often don't see any hope of positive change in their situations. If excessive stress is like drowning in responsibilities, burnout is being all dried up. And while you're usually aware of being under a lot of stress, you don't always notice burnout when it happens.

Stress
Over-engaged
Over-reactive emotions
Urgency and hyperactivity

Burnout
Disengaged
Blunted emotions
Helplessness and hopelessness

Loss of energy
Leads to anxiety disorder
Physical damage

Loss of motivation
Leads to depression
Emotional damage

Work-related Causes of Burnout

- Feeling like you have little or no control over your work
- Lack of recognition or reward for good work
- Unclear or overly demanding job expectations
- Doing work that's monotonous or unchallenging
- Working in a chaotic or high-pressure environment

To deal with burnout, turn to other people. When you're on the road to burnout, you can feel helpless. But you have a lot more control over stress than you may think. There are positive steps you can take to get your life back into balance and overcome burnout. One of the most effective is to reach out to others. Social contact is nature's antidote to stress. Invest in your closest relationships and try to be more sociable with your coworkers. Joining a religious, social or support group can give you a place to talk to like-minded people about how to deal with daily stress – and to make new friends. If your line of work has a professional association, you can attend meetings and interact with others coping with the same workplace demands.

Burnout is an undeniable sign that something important in your life is not working. Burnout can be an opportunity to rediscover what really makes you happy and to slow down and give yourself time to rest, reflect and heal.

- Set boundaries – Don't overextend yourself
- Take a daily break from technology
- Nourish your creative side
- Set aside relaxation time
- Get plenty of sleep
- Make exercise a priority
- Minimize sugar and refined carbs
- Eat more Omega-3 fatty acids to give your mood a boost
- Avoid Nicotine
- Drink Alcohol in moderation

Authors: Melinda Smith, MA, Jeanne Segal, PhD, Lawrence Robinson, and Rovert Segal, MA.

For the complete article, which includes references, related articles and active links, visit:

<https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm>



Faculty Association Office

The Faculty Association Offices are located in
Rooms 3084/3089 Administration Building

Office hours: Monday–Friday, 9:00am – 5:00pm

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visit our newly updated website at: www.unbcfa.ca