



Message from the President....*"Three Years"*

Brian Menounos

Professor

Department of Geography, Earth and Environmental Sciences

Dear Members of the UNBC Faculty Association,

For those of you that have been here over the last three years, I would personally like to thank you for your dedication to our Association and to UNBC. If you are new, welcome!

I hope that most of you had an opportunity to take some time off during summer, and you now feel refreshed and ready to again engage with colleagues, friends and students. As we start a new academic year, it seems like Autumn 2019 is a distant memory. At that time, we were in the midst of extremely difficult bargaining that ultimately led to our second strike within five years. Your resolve

ultimately led to a successful outcome with a Faculty Agreement that provides fair compensation and protects your rights as faculty members.



Yet Covid-19 did not allow us to take pause and celebrate our wins. Instead, we found our work and personal lives thrown into disarray. The last three years were not easy, and I personally would like to thank all of you for enduring hardship and taking on additional workload during these



last three years. It is, however, time to acknowledge our successes. It was great to see many of you on 9 September at our belated birthday celebration (we turned 25 on 18 November 2019).

Regarding the global pandemic, we are well aware that Covid-19 will be with us for some time to come. As we enter autumn, it is probable that cases will increase as we transition indoors. Please be safe and mindful of others around you. You may feel that the pandemic is behind us; it is not. Also, many of our members do not share that view and may have health challenges that make them especially cautious or fearful. Be respectful and understanding if someone feels uncomfortable in a close meeting space. The Employer is still recommending that people wear masks, and I likewise encourage you to adopt this practice.

It's hard to believe, but in spring 2023 we begin our next round of collective bargaining. We are optimistic that this next phase with the Employer will be one of respect and mutual understanding. A collegial relationship between faculty and the Administration is paramount for UNBC's ultimate success. Please keep an eye out for our Member survey where we will ask you to tell us what is important to you when we sit with the Employer at the bargaining table.

Finally, I would like to take this opportunity to personally thank Donna Sindaco (Executive Director), Christa Florell (Professional Services Officer) and members of the UNBC-FA Executive (past and present) for their dedication to our Association over these challenging last three years. Without their guidance we would be a rudderless ship, adrift on a dark and stormy night.



Grateful to be Canadian: Continuing Struggles for Workers Rights Around the World

Paul Bowles

Professor

Department of Global and International Studies

We recently celebrated Labour Day in Canada. It is the day that we mark the rights enjoyed by workers in this country including the right to join a union, to bargain collectively and to withdraw labour, rights which here at UNBC we have exercised as faculty members. As many will know, these rights have not always been there; they have had to be fought for, defended and advanced over the course of a century and half.



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While we enjoy these rights and the benefits that have come with union organization, we must remember that many labour and human rights activists around the world continue to face harassment and imprisonment for trying to secure some of the rights that we enjoy in Canada. I was unfortunately recently reminded of this myself with news of the arrest and charging of Professor Walden Bello in the Philippines. Professor Bello is world-renowned scholar and long-standing social justice advocate. He has a small UNBC connection having visited the Prince George campus as a speaker in the Global Fridays series a number of years ago

Professor Bello was awarded the Right Livelihood (Alternative Nobel prize) in 2003 “for his outstanding efforts in educating civil society about the effects of corporate globalization, and how alternatives to it can be implemented” (<https://rightlivelihood.org/the-change-makers/find-a-laureate/walden-bello/>). After retiring from the University of the Philippines he was a member of the Philippines’ House of Representatives from 2009 to 2015 as a member of the Akbayan Citizen’s Action Party. Earlier this year he ran as a Vice-Presidential candidate on the ticket of Presidential candidate and labour leader Leody de Guzman in the national election held on May 9, 2022.



On August 8 this year, Professor Bello was arrested and charged with libel and cyber libel, criminal offences in the Philippines. The Focus on the Global South, a think-tank which he co-founded, stated that “the charges and the consequent arrest of Dr. Bello are clear acts of political persecution intended to intimidate, humiliate, and repress dissenters” (<https://focusweb.org/statement-speaking-truth-to-power-is-not-a-crime-drop-charges-against-walden-bello-decriminalize-libel-cyberlibel/>). You can see Professor Bello’s response to his arrest in an interview which he gave to Democracy Now at https://www.democracynow.org/2022/8/12/filipino_activist_walden_bello_arrested_cyber. An international campaign has been launched in his defence.

Alas, this reminder of the fragility of labour and other rights and the persecution of those who defend them is not an isolated incident in today’s world. As we celebrate the rights that we enjoy, solidarity means supporting those wherever they are who are not as fortunate.



Three Decades in Five Paragraphs

Dee Horne

*Professor Emerita and Adjunct Professor
Department of English*

In 1992, I saw an advertisement in *The Globe and Mail* for a new university in the central interior of British Columbia. I applied, and was hired, for a sessional position in Terrace in what I later learned was the Quick Start program. There were five sessionals, two located in Terrace, two in P.G. and one in the Peace River, and five Deans, located in Prince George. Jon Swainger and I were in Terrace and shared an office at Northwest Community College. Months later, when UNBC sent us two desks, the head of Northwest College came out to greet the delivery truck and said, “Where are we supposed to put these?” I joked, “perhaps a fire sale?” He laughed and helped us cram the oversized desks into our shared office.

In 1993, Jon and I were both hired full time as Assistant Professors at UNBC. When I first drove into Prince George and reached College Heights, I noticed a dirt road on my left, an owl up in a tree and a sign that read: Future home of UNBC. For those early years, we were located downtown. In 1993, I met Karin Beeler and the two of us were responsible for designing the curriculum for the English Department, hiring faculty in English and also serving on hiring committees for faculty in other programs (UNBC later called programs, departments). As well, Karin Beeler and I organized a conference called, “Inter-national Regions,” which was held in October 1994. What was remarkable about this period was that the usual disciplinary boundaries were non-existent. Faculty and administrators were all located on the same second floor of the building downtown. There were no offices and so faculty across disciplines had a chance to work together. Picture a physicist sitting next to a historian, a professor in social work next to a soil scientist. This interdisciplinary work environment facilitated many friendships and transdisciplinary research projects not only in those early years but in the years ahead. Initially, there had been some discussion about whether the university should be located downtown or on the hill. While faculty continued to work downtown, building up on the hill began. Once the road was built, Clive Keen, head of communications, invited the Queen to visit and showcase UNBC. I recall taking my kids to see her. We all stood up on the bleachers to honor her but, not intending any disrespect, quickly sat down because the bleachers were swaying precariously.

In an effort not to replicate colonial practices, faculty and administrators consulted with Indigenous communities before creating curricula. Margaret Anderson played a key role and facilitated a First Nations forum downtown at the Ramada Inn where several elders and members from diverse indigenous communities in UNBC’s regions came and discussed ideas about ways to create more inclusive and respectful curricula and outlined protocols. In addition to offering courses in Indigenous languages and cultures, UNBC created a First Nations Centre and a First Nations program. Faculty consulted with Indigenous communities and included First Nations content whenever possible. UNBC set up a Weekend University. I taught there for several fall terms,



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driving four hours for intensive weekend classes, after teaching in PG during the week during the fall term. I also taught intensive summer courses in Terrace, Prince Rupert, Wells, Quesnel and Riske Creek. In the 1990's I designed courses for online distance delivery for students in the region, before Blackboard ever existed. Along with Stan Beeler, Judith Lapadat and others, I helped design and teach a CORE course for Writing Across the Curriculum. I mention WAC only because this idea has been revisited over the years.

I would be remiss, though, if I did not mention the numerous restructuring exercises and the two strikes that faculty had. Even though strikes are often divisive, faculty came together like never before and supported each other in solidarity. In our last strike, Indrani Margolin, Ben Bryce and I came up with a song while leafletting. We recorded Indrani singing and shared it with the Faculty Association. The last two lines still resonate: "to govern collegially, to keep the power with faculty!"

In my thirty years at UNBC, I have taught over 126 courses at all levels and in many different areas, published two books, numerous book chapters and scholarly articles. In addition, I published short stories and poems, designed and ran an online literary publishing network, and Knowledge Management Database (funded by SSHRC), an online literary journal and literary press. Along with a faculty member at Emily Carr I designed the curricula and set up a BFA between our two institutions, which Rob Budde and Maryna Romanets later coordinated. These are a few, out of many, highlights.

It has been my honor to serve UNBC, and all its regions. It is an extraordinary university because of the people: citizens in the communities who showed their commitment right from the start, students, faculty and support staff. All of you have made this university great. I am thankful for the opportunity to have contributed and wish you all the best this year and in the years ahead.



Reflections of a Retired Member

Art Fredeen

Adjunct Professor

Department of Ecosystem Science and Management

Dear Colleagues,

It is mid-September 2022 and I'm already over 2 months into my retirement, a decision facilitated by my receiving a faculty buyout, aka 'Voluntary Retirement Incentive Plan', one that was negotiated by our UNBC Faculty Association after our second strike of 2019. While retirement was not an easy decision to arrive at – *it is perhaps the most difficult decision for many academicians to make* - I have had no regrets, save not being around my great colleagues, students and staff that made my tenure-track position so rewarding. Having said all of this, I did take on a Ph.D. student last September (2021), and became an Adjunct Professor in the Department of Ecosystem Science and Management on July 1st, 2022, so perhaps 'unpaid semi-retirement' is a



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more accurate description of my current status. Without doubt, I will take a lot of enjoyment from this and other academic work in a more gradual phase-out from work at UNBC going forward.

What an academic ride I've had so far. I started out with an honour's degree from the University of Saskatchewan (1979-1983), took a flying leap to U.C. Berkeley for my Ph.D. (1983-1988), leading me to Stanford University for an incredible series of postdoctoral research projects (1989-1994), and finally to UNBC in December '94 as part of the new Forestry Program faculty at 'Canada's (then) newest University'. All in all, over 40 years conducting research in the natural sciences! In my opinion, a marvelous and meaningful way to spend one's working life.

While research drove me, and teaching nourished me, I often found service to UNBC, Northern BC, and my profession to satisfy me on a different level. I spent many years working with our Faculty Association, most recently as Member at-large over two terms ending in 2020. I helped with the certification drive, and had roles to play in both strikes. While certification and back-to-back strikes were stressful and trying (for all of us!), they were also some of the more important and enjoyable service items that I had over my 27.5 years at UNBC. I encourage all of you to serve on the Faculty Association at some point in your careers here. The conditions of our employment are not only key to the continued vitality and excellence of UNBC, but also for Canadian PSE in general. 'Together we stand, divided we fall'!

Finally, to those of you who are still in the throes of your academic life – try your best to savor every single bit of it. It will not go on forever, and it is such an honour and privilege to do what we do. The time will come when you will leave your job. When it does – *WARNING: it may sneak up on you like it did me, AND gut calculus may be required!* – I hope your departure will go at least as well as my own.

Best regards to you all and good luck with the '22-'23 semester!

Mark Your Calendars:

Annual General Meeting

Friday, 28 October 2022

11:30 am – 1:00 pm

This meeting will be delivered via Zoom (watch for an upcoming announcement)



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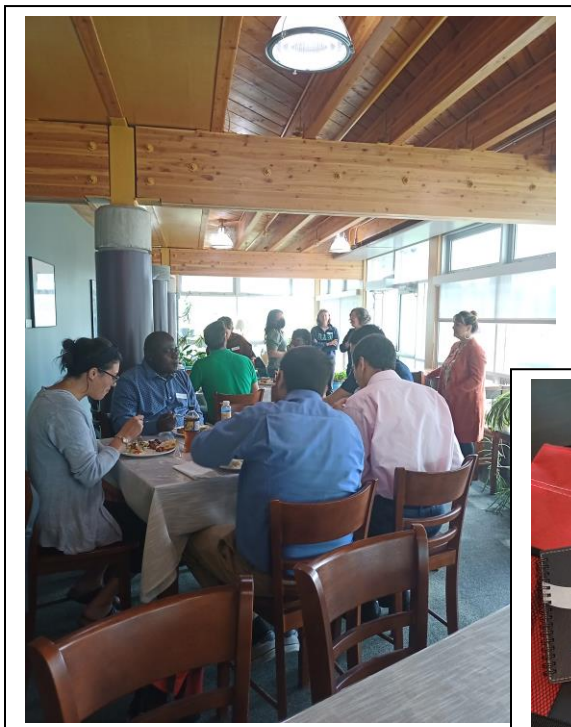
Bargaining Update from the UNBC-FA Chief Negotiator

Ted Binnema

Professor

Department of History

It is exciting to see how many new members have been added to the ranks of the Faculty Association over the past few years. Welcome! We hope you feel at home among us. I hope that all of you will become active and supportive members of the Faculty Association. The number of stalwart members of the Faculty Association who have retired over the past few years shows how important it will be to have new members take on important positions in the faculty association in the coming years. Whether you are new to UNBC, or have been here for decades, please consider how you can contribute.



***"New Member's
Welcome
Luncheon"***
(8 September 2022)



Practically every Collective Agreement in British Columbia's public sector, including those at our sister faculty associations at the other research universities in British Columbia, expired by 30 June 2022. You might wonder



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why we were not negotiating a new contract this year at UNBC, since BC's public sector unions tend to negotiate at the same time.

When we settled our dispute following our 2019 strike, the UNBC Board of Governors and the UNBC FA agreed that we would extend our contract by one year. So, we are one of the very few unions in the public sector of British Columbia with a contract that expires on 30 June 2023. Both parties at UNBC saw advantages to this arrangement when we made this agreement, and both are probably even happier now, since negotiations in the entire public sector were stalled by the impasse between the BCGEU and the British Columbia government. The settlement of that dispute, with a three-year contract, should allow the pace of negotiations at other universities in BC to speed up. By the terms of our agreement, you should enjoy a retroactive salary increase for the 2022-2023 year that matches that of our sister unions in the province.

Your Bargaining Team for this coming round of negotiations comprises Jacqueline Holler, Dezene Huber, Matt Reid, Donna Sindaco, and me. The Faculty Association Bargaining Teams of the past have been amazingly cohesive and collaborative. They have also enjoyed tremendous support from the union's membership. Internal cohesion and broad member support were essential to the success we finally achieved in obtaining an exceptionally strong Collective Agreement in the last round. For those of you who are new, you are beneficiaries of a ten-year struggle that required our members to mount two strikes (in 2015 and 2019). I hope that, having struggled successfully for the Collective Agreement we now have, we will all remain vigilant in defending that Agreement. At the same time, I am optimistic that the current Collective Agreement has set the foundation for future negotiations that will not be acrimonious, and that will demonstrate a mutual commitment to the university and its students

One of the great successes of our last round of negotiations is that we were able to obtain a clear, transparent, and fair salary grid. Those of us who have been here for many years can attest to the fact that under our old salary system, it proved impossible to negotiate increases to the annual increments. With our new salary grid, any Across-the-Board (ATB) salary increases should automatically increase the size of the annual increments.

After having fought for this salary grid for over a decade, the members of the Faculty Association should always defend the integrity of this salary system. Achieving full pay equity is complex, but a salary grid is an important component of any equitable pay system. Moreover, the salary grid makes it more likely that our salaries, including the annual increments, will keep pace with salary increases in the university sector generally.

Member complacency is the greatest risk to a good Collective Agreement. Please stay attentive during the contract negotiations that will start next spring. If you have suggestions for the Bargaining Team, feel free to contact us right away. **During this late Fall and Winter, the members of the Bargaining Team will ask you to complete surveys and will hold consultation sessions. I cannot emphasize enough how important it will be for you to complete the survey and participate in these sessions.** The success of the Bargaining Team at the negotiating table depends on how confidently we can tell the Employer that we are bringing *your* issues to the table. Even if you are satisfied with the present Collective Agreement, please fill out our surveys and participate in our focus groups. With your clear mandate, we hope in this round to return to a custom that used to be common at UNBC: concluding a new Collective Agreement before the old one expires on 30 June 2023.



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On behalf of the Bargaining Team, I wish everyone the best for the semester.

Ted Binnema, Chief Negotiator
and the bargaining team:

Jacqueline Holler
Dezene Huber
Matt Reid
Donna Sindaco



***“Labour Day March
and Celebration”***
(5 September 2022)



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Call for Nominations for the Wendy L. Fellers Award

The Wendy L. Fellers Award, endowed by Ms. Wendy Fellers, provides annual funding to support professional development, research, or research-related travel (including conferences) for **Regular Term Members** of the UNBC Faculty Association.

All active Members holding a Regular Term Appointment are eligible to apply for this Award. One award is given out annually in the Fall semester and the value of the award is \$500.

This is a call for applications for the Award and the deadline to submit your application is **4:30 pm on Friday, 14 October 2022**. Applications should be submitted electronically to Donna Sindaco, Executive Director (donna.sindaco@unbc.ca), and the application:

- should normally not exceed one page;
- should explain how the funds will be used and how the Award will assist the Member in their research endeavors or professional development; and
- should specify what service, if any, the applicant has carried out for the Faculty Association.

An adjudication committee consisting of Ms. Fellers, the Faculty Association President, and the Faculty Association Treasurer will review the applications submitted and select one recipient for the award.

*Please join the Faculty Association in welcoming
some of our newest Members:*

Theresa Adesanya

*Assistant Professor
Department of Geography, Earth
and Environmental Sciences*

Gabrielle Daoust

*Assistant Professor
Department of Global and
International Studies*

Farah McKenzie

*Lecturer
School of Nursing*

Sheila Blackstock

*Associate Professor
School of Nursing*

Amanda De Smit

*Senior Lab Instructor
School of Nursing*

Fatemeh Namaei

*Instructor
English Department*

Geoffrey Boyd

*Librarian
Metadata*

Phil Dovey

*Instructor
School of Nursing*

Rukevwe Onororemu

*Lecturer
School of Nursing*



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Jonathon Cale
Assistant Professor
Department of Ecosystem Science and Management

Sylvia Gairdner
Senior Lab Instructor
School of Nursing

Breanna Pon
Senior Lab Instructor
School of Nursing

Kimberly Cameron
Senior Lab Instructor
School of Nursing

Mohammad Kamali
Assistant Professor
School of Engineering

Mohammad Raoufi
Assistant Professor
School of Engineering

Leah Chambers
Lecturer
Department of Psychology

Shauna LaTosky
Assistant Professor
Department of Anthropology

Kristine Rowsell
Lecturer
School of Nursing

Emmanuel Chilanga
Assistant Professor
School of Social Work

Darlene Sanderson
Associate Professor
School of Health Sciences

For more information on our new members, check out our website at: <https://unbcfa.ca/faculty/>

Did you know about the Faculty Association Lounge? We've Undergone a Facelift

The Faculty Association Lounge (FAL) is a dedicated space on campus that is allocated for use by all Members and we've recently upgraded this space. The FAL can be found in the SE corner of the second floor of the cafeteria and entrance to the FAL requires an active employee ID card.

- Members may use the FAL at any time on a drop-in basis. Members may also bring non-members (e.g., graduate students) into the FAL as long as such use does not interfere with the enjoyment of other users. The Faculty Association also permits Adjunct Faculty and Post-doctoral Fellows access to the FAL.*
- Members, Adjunct Faculty and Post-doctoral Fellows may book the FAL for all university-related ("professional") purposes appropriate to the space and in compliance with university policies, including catering policies, and with legal requirements governing the serving of alcohol.*

If you have any questions about the FAL or if you are interested in booking the FAL, please contact Christa Florell, Professional Services Officer (christa.florell@unbc.ca) to obtain and submit a request form for approval of an event.



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*“Autumn carries more gold in its pocket
than all the other seasons.”*

- Jim Bishop

UNBC FA Executive Committee

President: Brian Menounos
Vice President: Jacqueline Holler
Past President: Stephen Rader
Secretary: Loraine Lavallee
Treasurer: Catherine Whalen

Members at-large:

Faculty rep Alia Hamieh
Faculty rep Loraine Lavallee
Faculty rep Paul Sanborn
Librarian rep Kim Stathers
SLI rep Daniel Erasmus
SI rep Jason Lacharite
Term rep Brian Schaan
Regional rep Amy Klepetar

Ex-officio Members:

Grievance Officer: Catherine Nolin
Assist Grievance Officer: Michael Murphy
Executive Director: Donna Sindaco



The Faculty Association Offices are
located in
Rooms 3084-3089 Charles J. McCaffray
Hall

Please feel free to contact us by email or
phone and we will do our best to support
you.

Donna Sindaco, Executive Director
donna.sindaco@unbc.ca, 250-960-5816

Christa Florell, Professional Services Officer
christa.florell@unbc.ca, 250-960-5313

visit our website: www.unbcfa.ca



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