



**Association of Administrative and Professional Staff
The University of British Columbia**

Rm 312, 2386 East Mall
Vancouver, B.C.
Canada V6T 1Z3

Telephone: (604) 822-9025
FAX: (604) 822-4699
e-mail: aaps@interchange.ubc.ca

**General Meeting
Thursday, 17 April 2008
Auditorium (Theatre), Student Union Building**

MINUTES

1. CALL MEETING TO ORDER

The meeting was called to order by the President, Bernice Urbaniak, at 12:10 p.m. She welcomed everyone in attendance at the SUB and those watching on the internet and those at UBC-O. She welcomed Professor Toope who is here to address us.

2. ACCEPTANCE OF THE AGENDA

The agenda was circulated prior to the meeting.

It was:

Moved/seconded (Barbara Crocker/Kelly Simmons) to accept the agenda as circulated. Carried

3. ADDRESS TO THE MEMBERS: PRESIDENT STEPHEN TOOPE

Thank you very much and it is really an honour to be here. I thought that I would take the opportunity to speak from the letter that I sent to the community earlier this year. Because I'm very hopeful that it will be a spark for a continuing dialogue over the course of the next year to 18 months. As we reflect on our aspirations for the University of British Columbia, and our sense of what we can achieve both for the University, for the Province and I think for the Country and outside of the Country because I think that the University of British Columbia is remarkably well placed to become even more influential than it is today. And that's due to a lot of the work that many people here have undertaken over the course of many years.

I'm still relatively new here. I'm just coming up to the end of my second year. But I'm so conscious. In fact yesterday I was signing all of the testimonials for the 25 year club and then the 35 year club and I thought gosh there are a lot of people at the University who devoted all or most of their career to making this a better place and you are succeeding. And I guess that's the point I want to make. This University, speaking as someone who has watched it for a long time from the outside, has I think over the course of the last 15 years or so been utterly transformed. This was, I think it's fair to say, quite a regional provincially focused University for most of its history. And that's not to disparage the achievements of our predecessors. It was being built from very little, from a very low base, in an economy which really wasn't focused around the need for higher education and yet there was a strong University created here. But over the course of the last 15 or so years, this University has, as you know, become nationally and globally highly relevant. It's a University that people look to around the world. And I have the great privilege of traveling on behalf of the University to Asia to Europe etc. People know about the University of British Columbia. They know what's been achieved over the course of the last 15 or so years and they're very admiring. But, and this is my point, we can't now simply rest on our laurels. And the laurels are great and we should of course celebrate them and say thank you. But at the same time we have to realize that all around the world there are ambitious peoples and ambitious nations that are investing heavily in higher education because they believe that higher education is the key to transforming our societies into, you know the usual term, knowledge-based societies. So if you look for example at recent investments in the OECD countries, Canada is actually now lagging behind. Germany, The United Kingdom, even the benighted Bush Administration has invested heavily in higher education through increases to research support at the Federal level. So Canada has done a lot over the course of the last decade or so, of course we had the wonderful programs like the CRC, the Chairs, like the Canada Foundation for Innovation etc. But everyone else has been moving to. So while we have been making progress, others have been making frankly even more progress. If you look for example at the OECD statics, around the level of investment in research and development, Canada lags near the bottom of the overall investment in R&D,

that's not good enough for the future of our country. And the University of British Columbia has a role to play I think, in improving that record. So if you look around the world, places like Tokyo, Zurich, the Silicone Valley, Oxford, Cambridge, many others have become real hubs for innovation, hubs of creativity, you know there's a lot of academic research around the importance of these sorts of hubs. Vancouver can be such a place and we're poised to be such a place but we're not quite there yet. And we're not there in part because we haven't federally made all of the investments that are necessary and I'm sad to say provincially we haven't made the investments that are necessary. And that is particularly true for the research endeavor. But having said that, the change in this University, over the last 15 or so years, has been dramatic. Dramatic! This University is now, I think, one of only 2 or 3 in Canada that is poised to play a global role. We've already begun to do that to some extent, but we can do more. Most Universities in Canada cannot aspire to a global role. Now that is not to say that they're not good Universities and that they're not doing important things. Of course they are. The key for me is to try to establish a framework in which there is express differentiation, an acknowledgement that some Universities play an essentially local role in training people for local markets. Other Universities play regional and national roles in helping to generate research and in training highly qualified people. But they are not Universities that people all around the world look to as leaders. In Canada it's not possible to imagine more than 2 or 3 that can leap into that really quite remarkable constellation of Universities that are truly globally influential. Why do I think we can do it? Well we're actually relatively well positioned. We're well positioned because of hard work over the course of the last couple of decades. We're well positioned because there have been investments made in higher education, I mentioned some of them earlier and we're well positioned in my view most importantly because of the intellect and heart that I see at this institution. We have a remarkable collection of faculty members, staff members, and students who are, in my estimation, highly ambitious for the institution. And I think that that's really quite central to moving forward. We must have a sense of aspiration and I think that exists here at UBC. But in order to succeed, I think, we have to match the aspiration with a clear sense of focus. And I hope that that's what we are going to work on primarily over the course of the next year to 18 months as we refresh the TREK 2010 mission. And when I talk about focus what I mean is actually making decisions about where we can make the greatest difference in the world. Even a large institution like UBC and a relatively wealthy institution by world standards can't do everything. Even institutions that are far wealthier than we are can't do everything. And so we are I think going to have to make some important choices about where we focus our energies and our resources. I also think that we are going to have to find means of engaging more strongly with our local community. Now there are fabulous examples of deep community engagement of course across the University. Our entire medical program is deeply rooted in the communities that we serve across British Columbia. We of course have the Learning Exchange, which to me is just an absolutely gem and an emblem of what Universities can do in our era. That has to be strongly supported. I could go on with many other such examples. Having said that, it is still sadly true that because of our physical location, in large measure, there is still a perception of UBC as being that sort of "Ivory Tower" or what not, isolated out there on the peninsula at Point Grey. I think we have to work even harder to break down these barriers and that happens in many, many, ways. It happens through our engagement with social policy, the help people, working on children's health and education are hugely influential not only in this province but across this country and internationally. That's a model for more work that we could do in those types of areas. The whole idea of helping people transform the knowledge that is achieved here into applications in our society some of them commercial some of them public policy applications. I think we have to work even harder to succeed in that area. And we are very good at it. You see this is why I'm so optimistic because we already have such a strong base. If you look for example just at the pure "commercialization" opportunities that have been presented by many of our outstanding scientists in the Health Sciences, Life Sciences, Engineering etc. By international standards we are doing extraordinarily well. There is something called a Milken Institute that does a survey each year. UBC is ranked #8 in all of North America on Commercialization and Technology Transfer. Ahead of some power houses in the United States and way ahead of any Canadian Institution way ahead, I think the closest is somewhere in the twenties. So, we have to I think engage with our community. And finally and I suppose this is almost the greatest challenge. We have to convince the external community that what we do is deeply valued. And that is sometimes very hard to get the air space so to speak to make the case for the importance of higher education and for the particular importance to British Columbia of this University which has the capacity I think, to connect BC to the world in a way that no other institution has. So that's going to be a major challenge going forward.

I want to say a few words about people. I said in my installation address that one of the things that struck me about UBC from the outside is that I think that often unfortunately it's known for things that I would see are not core to its mission. It's known as a beautiful location, having perhaps the nicest campus in the world. Great thing. Known for property development. Known for building. Lots of great buildings over a period of time. And these are important I don't want to denigrate them. But the core of any University in fact the core of any social organization is people and we have to get better known for our people. We have to be better known for our professors and the quality of our students and better known for what we are achieving for the people in this room. Now obviously that also is important in terms of attracting and retaining outstanding people. Because if people feel valued and if it feels at institution as if the central question is people, you're much more likely I

think to be able to attract and retain great people. So we're making some efforts. Finally after many years of work we have the Focus on People plan. And I am proud to say that we have already allocated funding in the first moment we had the opportunity to do that through the University investment fund. There's been money allocated for the implementation of the Focus on People plan. There will be for example a complete climate survey for all people who work at the University of British Columbia over the course of roughly the next year (we haven't got exactly the right timing for that). There was an interesting one done at the University of Toronto relatively recently and it produced a lot of useful information for the university and we are going to do something similar. I also want to highlight that we are making modest but continuing progress in providing more daycare spaces. And that, from the perspective of the Board of Governors, is a top priority and there is a plan in place to continue to expand. I have to add without one penny of Provincial support ever for daycare at this University, which to me is outrageous. And I think one of things I find so frustrating coming from elsewhere is the lack of public policy around child care in this province. There simply is no real public policy, and I hope that that is something our Professors will keep working at. But we will be building out more daycare spaces.

And I'm also happy to say that I'm just about to receive a report from a small working group that I charged with looking at the question of staff and faculty housing. I'm well aware that that's a very significant issue for many people I'm sure sitting here and many of our colleagues throughout the University the cost of housing. We are looking at means of finding support that the University can offer to make housing somewhat more affordable. At this point we are working with the tax lawyers to tell us whether all of the possibilities can actually function. We want to make sure obviously that they don't attract tax liability for individuals.

I also want to highlight an area where I think we can do much better, much better than we've done in the past at UBC. And that's in the area of diversity amongst our faculty, our staff, and not so much our students because we're relatively good there except vis-a-vis aboriginal students, where we could do much better. There really hasn't been an overall equity assessment at UBC and that's going to be one of the issues that's going to come forward in the climate survey. But I am very struck when I look at every congregation and I get to stand on the stage and look out at the audience. I look at who's out there and then I look behind me and look at who's there and there's almost no correlation. And that's got to change. We cannot continue to be a primarily white mostly male institution serving a people that isn't that. So that's going to be an issue that I hope will come forward forcefully in our discussions for the next strategic plan.

I'll say a few words about teaching and learning which after all is the core of our operation. It's in a sense sad to have to say this but I'm going to say it anyways. Universities exist because there are generations of students who want to learn. That's why we are here. Now I say it's sad to have to say that because it should be utterly obvious, but because of the way our funding has been created and designed over the course of now really two generations since the 2nd World War. I think that it is fair to say that there is a little dirty truth in most public institutions of higher education. Both in Canada and in the United States and that truth is that we have had to subsidize our research operation on the backs of undergraduates. We've got to address the balance. We look at the statics that we glean from surveys such as the "Nessie" survey (NSSE National Survey of Student Engagement) which I think is a very serious attempt to assess Student engagement. And we don't do well, we do less well than many comparable sister institutions. Well that has got to change. Initiatives such as the Carl Weinman Science Education Initiative to me are actually central to the future of this institution. And that is going to be expanded out, some of you may have already heard of an initiative which we're calling LEAD and that is an initiative to try and take essentially all of the learning that we are already gleaning in the Carl Weinman Science Education initiative and scale it up across the University. We've actually had a whole series of faculty focus groups over the course of the last semester which have given us a lot of really insightful information and comments on how we can do a better job, improving our teaching abilities and the learning experience of students. But I have to say that that's not enough, because we also know that the advising services, partly because of fractionation between the center and faculties, are not as robust as they should be. We also know that options for housing are not as strong as we would ideally like them to be. So there are a whole series of places where we have to think seriously about the overall student experience. And by the way please don't read this as critique of the efforts that our colleagues have been making. There are loads of people out there trying to do really innovative things in teaching, learning and student services. I'm well aware of that. The History faculty members completely revised their curriculum over the course of last year. Pharmacy totally revised its curriculum. To the extent that an external review which was just held in our Pharmacy school. These people, who were leading people from around the world, said they think that our program is now "The best undergraduate program in the world. The best designed program, the best delivered." That's exciting. So lots of good things but we have to do even more.

I am proud to say that in the first moment we had an opportunity to allocate funding in a budget process, which had not really been done clearly before through the University investment fund. I want to highlight to you that almost 2/3 of all of the resources made available went specifically to the faculties of Arts, Science, and Commerce to address questions of

undergraduate education, that included programs to try and bring research opportunities to our undergraduates and programs to try and create smaller class opportunities especially in first year for our undergraduates.

On research, I want to be clear that this is a passion for me. I love the research enterprise. I think it's fundamental to the University. In fact it's the place where we, in addition to creating we hope helping students to become the best that they can be, our research is potentially transformative in our society. And there are so many examples of that. I was meeting with a Professor of Engineering who was telling me about a system that he had managed to create which saves energy in the production of pulp. This process that he has created has already been placed in to ten different pulp mills in British Columbia, saving between 30% and 40 % of energy costs in the production of pulp. That is just one tiny example. You could explode that into 100,000 examples literally of the university research making a fundamental difference in our community. So when I say that we have to be very very careful to try and rebalance and make sure we support our undergraduates. It's not at the expense of research, because we're still going to try and increase the research funding etc. But we have to find other mechanisms to ensure that we're paying equal attention to undergraduate students.

I want to say one word about International graduate students. Because I think that this is a place where we can start to see real progress being made in our society. And I'm delighted, and I want to signal that sometimes governments get these things right. Over the course of the last year, we had a decision by the provincial government to increase dramatically the number of spaces it funds for graduates students and the creation of a fund to attract international graduate students to BC. After much lobbying federally in the last budget, we saw the creation of the Vanier Scholarship program primarily directed to international graduate students to try and bring some of those incredibly talented people from all over the world here to the University of British Columbia and our sister institutions. I see that as fundamental, not just because these are great students and they are talented and some of them will stay here, not all, we don't want all to say, we want obviously to help countries all around the world to increase their capacity as well, but some of them will stay. And that's a great advantage but it's also an advantage for all of the other students that are here. Because we can internally internationalize ourselves at the same time as we provide opportunities outside of the university for our own students. I think both of those, in the world that we face today where cross cultural communications is so fundamental, where many people's careers are going to have elements that transcend state borders, I think that both the internal internationalize and external opportunities are truly important.

The other area where I am very convinced that UBC has to do much better and some of you are directly involved I see out there is in the area of recruitment of students and our admissions policies. Our admissions policies over many generations and this has nothing to do with the people in this room, this has to do with the people who sit in the senate of the university. The policies are frankly overall old fashioned, designed to keep people out, rather than to attract them in and are very parochial. And so what we have at the University of British Columbia is an under representation of students from across the country. We have more students from outside Canada than we have from all the Canadian provinces. I think that's actually a dereliction of duty for the future of the country. And it's also stupid. Why is it stupid? Because we're sending from BC more talented students out of the province than we are attracting in. That's not a recipe for success in the longer term. So a national recruitment strategy that is funded and actually is aggressive and is related to some changes in our admissions policies that make us competitive. Right now if you are a student applying from Alberta or Ontario you will get your acceptance typically from Toronto, Alberta, Western etc long before you'll get it from UBC. You will already have made your determination by the time we can even get to you. And that doesn't have to do largely with the processing times, it has to do with when we have the information that the Senate tells us we need to make the decision. We're going to have to be more flexible.

The last point I want to make is in relation to our Alumni. This is another area where I think we can do much better. When I travel around, I was just down in the Silicone Valley in San Francisco a couple of weeks ago. The Consul General in San Francisco hosted a party for me and UBC alumni which was great. And it was so inspiring, because these people came out and they were so interested in finding out what the University is up to. By the way I do this all the time, that's just one example. I'm doing one in New York shortly, we've done many around here. And obviously we're doing more and more of these alumni events. But the point I want to make is that there is an appetite to connect. We have 220,000 living alumni and we have been in touch with 87,000 of them. Not good enough. Not good enough, for all sorts of reasons. Because it's the right thing to do. People want to connect to their alma mater. I mean this is something our American friends do of course brilliantly well. People want to connect. Many want to give back. Not just money, money is important, but they want mentor students. They want to come in and tell their stories and inspire people. They want to figure out whether there are ways that they can serve as connection points for the University into the government for example. Helps us with our community outreach. Help us with our lobbying. We got to do a much much better job in allowing them to play that role and then ultimately in providing financial support for the University. I'm firmly convinced that there is going to be a fundamental change in the whole funding model of higher education in Canada over the course of the next 20 years. And if we're not

ahead of that curve, if we're not making sure that we have a stronger alumni base that allows us to increase the level of support from the broader community philanthropically, I think we're going to find ourselves in a very bad position.

Now again to end on the happiest note. We're the best in the country at fund raising. Did you know that? We are the best in the country. This is an astonishing achievement when we're so poor at alumni connection. It makes no sense. We should be not doing very well. But we do brilliantly well and that's largely because we attract very large gifts, often from people who didn't even come here. Now you should take that as an inspiration. Because these are people who are so convinced that what we are doing is worthy of support that even though they have no personal connection, they write cheques. What we of course have to do is build on that, and by the way I can announce to you that we beat our fund raising target for this year. We raised more than \$121 million and that's the highest total ever. Delightful. But imagine what that could be if we actually engaged with all of our alumni and gave them the opportunity to participate. We're going to do that over the course of the next couple of years because we're likely to go into a major campaign. So that's going to be part of what we're thinking through again as we imagine the future of the University.

Let me conclude by saying that the course of the next year for me is tremendously exciting because there are a number of things coming together. The need to refresh the TREK vision will provide us as a community with an opportunity to reflect together on what we aspire to as a university, to establish some priorities and then the second part of this is that our ability to recreate our budget process which we have been working on over the course of the last year and allow us to link the budget to our priorities means that we can actually make concrete progress and show that we're making progress where we want to make it. And thirdly once we establish those academic priorities and a sense of purpose again for the University which has been done very well by the way over the course of the last 15 years there has been a sense of purpose that's one of the reasons we've been so successful. We have to refresh it. Getting that sense of purpose, then allowing us to build on that into a major campaign for support of the University, I think give this place an opportunity that is unparalleled in the country. There is no other institution that I believe is as well poised to become an even more influential university an even more compelling story for our community than the University of British Columbia. And the reason that's possible is people like you. We can't do this without having all of the membership of AAPS and all of our faculty members and our students trying to row in the same direction. Largely. We're in lots of different canoes, I know that. It's not that we're all going to be in one great dragon boat with one set of strokes, but if we can link together our canoes in all of our different places along a path that is full of ambition, I think that we can achieve one heck of a lot at the University of British Columbia. And I want to thank you for the work that you do. Thank you very much.

Bernice thanked him on behalf of the AAPS organization and had something for him as a token of our appreciation. She had researched and found out that two things he likes Coffee and his favourite colour is green. The gift was fair trade coffee in a green package in a recycled bag.

Prof. Toope offered to answer any questions. One came from the Audience and here was his response:

The question was the events of a couple of Fridays ago when some students were arrested and an expression of concern which I share about the fact that they are now facing criminal charges and it's obviously exam period etc. The first thing that I want to point out is I cannot do anything about the charges. The University had nothing to do with the charges that were lodged. The charges were lodged by police officers who believed that they were being interfered with by these students. The way our criminal justice systems works, these are charges that are lodged by the public authority. We have no standing to do anything about the charges. So I just have to be clear about that. I have been in touch with a number of the students directly and of course our counseling services, you also need to know, have been very active off campus meeting with these students at their request, providing support. So the University is trying to do everything possible to ensure that at least the students, even though there are limitations on their presence on campus according to the court documents, they are allowed to attend class, they are allowed to write exams and we are trying to provide the sort of psychological support for the students as they go through this process. But the way this happened, you have to understand, was that Campus Security was concerned about the bonfire which was about 15 feet wide by 15 ft high. They called the fire department because there were a lot of people around it including, people jumping through the fire, so there was a concern for safety. They called the fire department. The fire department arrived and then what happened was there were some people, by the way there are 15 students that are involved and 4 non-students we've discovered over the course of the last week. So when the fire department arrived some of these people tried to prevent the fire department from putting out the fire, after the fire department made the determination that that was what was necessary. Having nothing to do with the University at that point. So the fire department made the determination. They were then prevented or attempts were made to prevent them from putting out the fire, including one person jumping in front of the water hose, and it was the fire department that then called the police and said you have to come and allow us to put out the fire. Just so you understand the dynamic. The most important point though unfortunately in some ways is that we have absolutely no standing to make any recommendation one way or the other about the charges. That is a

decision of the criminal justice system, not of the University. But we are trying to provide the support that we can for the students in the normal course.

Another member spoke up. He mentioned that although he appreciated Prof. Toope's coming to address this group, he didn't feel that any of the M&P staff real concerns were addressed. i.e. he has trouble getting classrooms, trouble equipping classrooms with equipment, trouble with lack of office space, trouble with staff turnover, trouble with faulty registration systems, and faulty accounting systems and he challenged the Professor to keep his ears open and to hear the M&P's issues because they are real and are struggled with every day.

Sure no thank you and it's a fair point. I tried not to deal with some of those, because as you said, my understanding of this group is that it is amazingly diverse. And that you are working in so many different places I didn't want to try and highlight one of two but let me respond on a couple of things. As you know the Student System is I think reaching or has probably reached the end of its natural life. There is a process in place, many of you will know, working in collaboration in a kind of open source framework with other universities including Carnegie Mellon and with the support of the Mellon foundation to try and actually take the lead in building an entirely new student system which we're working on now and where we have actually devoted already a million dollars of resources and we're going to be devoting more over the course of the next few years. It looks like it'll be about ten million dollars over the course of the next 5 years that will be required to get that design up and running in collaboration with some very imminent institutions across North America. So your right, great need, but there are attempts now to address it.

The classroom issue is a really big one here. I'm well aware. I hear this all the time from students, faculty and people who try to schedule. And so really all I can say on that, is that, I see Justin's here, working very hard to try and be as creative as possible in the use of the space that currently exists and we are building new spaces. So part of the problem here is a continuing transition. There is no University in Canada that has seen so much physical change as UBC, I think, over the course of the last 20 years. And we're still playing that out. You all know that the Sauder renovation is taking classrooms out but of course when it's done there will be better classrooms and more effective classrooms going in. I also think by the way that this is an opportunity in the whole University Boulevard context that in the University Square development, we have an opportunity to design some new classrooms, I hope, that will start to address this continues tension. I could go on. I understand that people operate with lots of constraints. I have to say that that will probably always be true. I mean we are operating, it's important to emphasize, in a public institution. I'm not aware of any public institution except maybe the Max Plant institutes in Germany that are appropriately funded. It just the way it is, working in the public sector. So there is constantly a set of pressures and challenges. You think you are making a little progress in some ant then there is a fall back in others. So I can only say sure don't hesitate to let me and others know where the challenges are. It's important. I don't want to suggest that you shouldn't tell us. But I'm also saying there is quite simply no way they're all going to be addressed without some staging. That's what we have to design over course the next couple of years, is what the staging will be to address things like the student system. Our IT system as a whole is got to get some major investments made in it and that's going to be a real challenge for the next couple of years and the classroom situation and you could go on I know. Deferred maintenance. There are lots of them. I will listen though, so let me know. Alright, well thank you very much everyone and good luck with the rest of your meeting.

4. ADOPTION OF THE MINUTES OF THE APRIL 26, 2007 GENERAL MEETING

It was:

Moved/seconded (Justin Marples/Chris Skipper) *to accept the minutes as posted on the website. — Carried.*

5. PRESIDENT'S REPORT: REVIEW OF THE YEAR & ACCOMPLISHMENTS 2007-08

I'm Bernice Urbaniak and I'm the President. We have Justin Bonzo, David Rowlands, Jess Roebuck who's in the Okanagan and Daryl Stowe. These are all volunteers who take time from their busy work schedules to bring their ideas and perspectives to issues affecting AAPS Members. I sincerely appreciate the supportive and collaborative approach that they bring to the board discussions. I want our members to know that this board does have a lot of perspectives. We are always concerned with member concerns and want you to know that the board executive is interested to hear from you. I also want to introduce the staff starting with the Executive Director David Harvey, the Member Services Officers: Sharon Cory & Karin Wills. Petra Ormsby is our office manager and she the person who takes care of everything under the sun. We really appreciate that. Our data base and systems Administrator is Michael St. Claire. The year in review: It's actually all in here, (holds up Annual Report) and I will direct you to some of the pages just to get more reading on it. The whole year in review is on page 3. By

the way as we are looking at this Annual Report. I really do want to commend the work done by the Communications Committee headed up by Wendy Ma and really to Petra for all the work that she has done in basically putting this report together. There are a lot of interesting things in this report. For instance what it tells me is that over 50% of us are female, over 50% of us are single and over 50% of us are over 40. Twelve of us are even over 65. Roughly 40% of us have worked at UBC for less than 4 years. So the picture I'm get is that UBC is hiring a lot of middle aged single women. And the other huge statistic in there that is important to notice is just how our membership has grown. And its really more than doubled since the turn of the century.

Some of the issues that we have dealt with over the past year: Working ahead of the legislation on mandatory retirement, we achieved an agreement that was similar to what the Faculty Association achieved to protect some of the members who would have had to retire in 2007. IRP Governance is a huge issue and that will be talked about later in David's report. Just that the University suddenly noticed that they had a huge problem with the tax people in how the IRP funds were being handled. And AAPS is working very hard with both the University and with outside consultants in trying to spearhead a solution to the problem.

The Professional Development Fund which was negotiated in the last round of bargaining. Because of the look at usage and because of the increases as the years go, we determined that the amount per person could be increased from \$250 to \$400 per year and we're still looking at that for further advancements there.

We held joint training sessions with the Advocacy Committee Members together with the Human Resources Advisers and those were very successful and productive and bridge building.

We've added a new Member Services Officer to handle professional development and communication. Karin Wills has been with us since last fall but I understand that she will be leaving later this spring so we will be looking to fill this void.

We continue to work on the Return to Work Committee. Recognizing the value that this return to work program brings to our members who are suffering with illness or have a disability., It's is always a tough situation because all of the employee groups are at the table and there isn't always eye to eye vision. It's worth a mention that our MSO's work very closely with people in the return to work program on some very difficult cases. We've had some partnering with Lori King over the past little while that is really commendable and I really want to make mention of that.

We had the President here today. But we also had a meeting with him in January when he came to one of our regular board meetings. We had a fairly good and productive discussion at that time. He is quite accessible to us we found.

The Focus on People Plan. There was a committee organized by David and the AAPS Group a committee of people out there in the AAPS Community , who came to together and provided some input to the Focus on People document and those were passed along and some of them were used and some of the weren't.

The last thing that I want to mention is that we were having discussion with the University and some movement has been made on conducting another salary survey and that will be done this year and probably implemented sometime in early 2009 and hopefully with retro-activity to 2008

While the staff members handle a lot of these issues, and we are really grateful for that, there are also committees who are involved in grabbling with a lot of these issues. And I really do want to make special note of the Advocacy Committee because I've always said that Advocacy is the most important work that we do in this organization. I mentioned Wendy Ma and the Communications Committee. Jason Congdon heads up the PD committee and is responsible for bringing these speakers and these sessions that have been really quite well received and very helpful. I attended one of them and thought it was great. There is also recognition in the Annual Report to all of the people who are volunteers in various different ways in the AAPS organization. We have Orientation Presenters, we have people on the Health and Safety Committee and the Employee and Family Assistance Committee. And thank you to everybody for all the work that you do.

6. EXECUTIVE DIRECTOR REPORT: Where are we and Where we are going

A) Where are we?

The good news is we've got a surplus budget and Edward's going to give you a little bit more on that in a minute. And that is a good spot for us to be. We can never predict whether we're going to have a year with high expenses on the legal and arbitration front. And that's why we do our best to plan for a surplus. We put a surplus aside in a good year and it's there to be available in a contingency fund when we have years that aren't so good.

The second issue is our service challenges. Bernice brought to your attention the growth in membership. We have had a huge growth in membership. And as the membership has grown, so too have the number of issues that we've had to deal with and we couldn't deal with those issues without the board, the staff, and all of the volunteers who help with it. But we are really quite challenged and I urge those of you who have the skills and maybe a little bit of time, to follow Bernice's suggestion a couple of minutes ago and let us know if you could help out on one of those committees. We really could use some help on them. And you'll be seeing an ad in the near future from us. Specifically for Advocacy folks. I'll speak to that. Now we're a little behind in dealing with some of our issues and for that we apologize. It's a matter of volume and it's a matter of complexity. Sharon was making a report to the Advocacy Committee yesterday and on three or four issues you could count up close to 3 months of time, just because they are very complex issues. If I could clone Sharon, who carries most of this work load, with the volunteers, I would, but we can't, there is only one of her. But I thank her from the bottom of my heart for the work she does on behalf of our members.

B) Impending Challenges

Things that are coming at us:

1. Salaries Survey

The Salaries Survey this will be a big undertaking for us. It was a big undertaking last time and it will be a big undertaking this time. The really good news is that one of the things we achieved in the Munroe process in addition to making some headway on the money front was we finally got rid of that internal equity thing, where we have to compare the Facilities managers, with the research scientists. And that stood in our way of getting the right data and finding the right numbers for each job family. So we are really in a better position than we were going into it the last round. Having said that it's been four years and we know the market has been moving. We have had good discussions to date with UBC. We anticipate some more. Not all the issues are resolved. And I anticipate we may not resolve them all going into the survey but hopefully by the time the surveys are done we've got them all together.

2. IRP Governance and Plan Design

We've got the IRP issues, two of them. First of all we've got to come up with a governance plan. We've put some information about that in our latest issue of our On-the-Radar. I recommend that to you to have a look at that IRP stuff. It's important. It's really important when someone suffers that really catastrophic illness problem and has to be off. So we've got to have the right plan and it's got to have some say for you folks in it. Once we get a Governance process in place, we will be looking at redesigning the plan and we will be getting a lot of input from members as we go through that process.

3. Bargaining 2009/10

We need to start planning for bargaining. You sign a five year agreement, and it seems like it's going to be forever until the next time around. But forever comes again soon. Sometime in 2009 we need to be putting some effort into preparation and research.

4. Pensions Changes

We've got some major changes planned by the Pensions Board to the Staff Pension Plan. We have put information again in the On-the-Radar for you. We recommend to you the staff pensions website. There is a wealth of information on there. These are fundamental changes and the board discussion is very positive, that in the most part, it's bringing fairness to a plan where maybe it was slightly out of whack, tilted a little bit in the past. However we have 160 or so members for whom the impact isn't all positive. We are working those people, we are working with the University on: how do we find a way to allow pension reform to move forward and at the same time deal with the very valid concerns of that group people. So we will be meeting with the University fairly shortly to discuss those issues.

5. Lease Renewal

We're staying on top of the lease renewal. We're really pleased that President Toope is going to solve it, but it means we're going to have to move. Our lease is up in 2009, so we have to make preparations for that and we'll continue to work with the University.

6. Advocacy Issues

And then there are all those Advocacy issues out there that we keep dealing with. They pop up and they keep cropping up and we will keep dealing with them as best we can. They are a challenge. We don't have the world's

best language on some issues in our agreement and that is something we are going to have to address going forward in the next round of bargaining. In the interim, we do the best we can to represent the members.

There is a comment I've made before and I just need to reiterate it. And that is: This is a very complex situation that AAPS works in and UBC is probably the most complex organization in the Province. And when you have a complex organization, there is the opportunity for friction and issues arise. So those are the places where Bernice was saying we add the most value by helping people through those. It's also a complex legal situation. In that, we are sort of neither fish nor fowl. You're not employed on an individual contract nor are you members of the union. You're kind of in that funny grey zone in the middle. So sometimes things aren't completely clear. And we have more members who need more service. And we have service on Negotiations, on Advocacy, on PD, and on Communications. So it is a bit of a challenge. There are a lot of long hours put in by Petra, by Michael, by Sharon, and by Karin and I appreciate all their efforts in that regard on your behalf and I appreciate the volunteers who do the things they do for you off the side of their desks. So thank you to all of them.

C. Where are we going?

Well we know we got some challenges, but we know we got some opportunities. So the good news is we need to provide for those impeding challenges. We got good people working on them. We have involved consultants where we've needed to on things like IRP and on Salary Surveys, so we're doing the right things there. We know we need to do our best to provide a surplus, because we don't know when that bad year is going to come along. And we've done that and you'll hear from Edward in a minute. We know we need to strengthen our member Professional Development. You give us great feedback about our efforts in that regard and from all that you are giving you seem to really appreciate what's going on and seem to want more. So we're going to do our best to strengthen that in the coming year and the other thing we need to do. We need to get ready start to do the preparation for another round of bargaining that will be on us sometime in 2009 or at the very latest very early in 2010. So we will be structuring some committees probably in the coming year to start doing some research and preparation. So that's kind of where we are going.

7. TREASURER'S REPORT:

a. Year-to-date Financial Performance

The AAPS Budget year is from July 1st to June 30th. The handouts included financials as at Mar 31, 2008 which is 75% of the 07/08 year. Edward Hung addressed the big picture.

For the year to date results to Mar 31st, 2008, which is 9 months in the year, we are on track to achieve our targeted revenue of \$730,000. At the moment it's \$600,000. Our total expenses to date is just over \$400,000, which is slightly under the benchmark of 75% that's 9 of the 12 months, we've spent 60% of that money. So we have a surplus of \$191,000 at the moment with arbitration expenses of \$79,000 so we have a surplus at this stage of \$112,000. Our budget surplus is estimated to be \$41,000 by the end of June. I also liked to mention that we have investments at VanCity of over \$600,000 earning interest on term deposits. The board had looked at investing in equities and mutual funds, but we declined because of the volatility reasons. I think we did make the right decision given the credit crises that has ensued since.

b. Budget 2008/09 Overview

Turning now to the left hand column, which is the budget for the next fiscal year. Our total revenue is estimated to be \$789,000 which is due to the increasing membership and expenses will be \$735,000. There is a slight increase in the administration expenses due to the additional member that has joined AAPS. Other than that the expenses are relatively constant. We estimate a surplus of \$54,000 for the next fiscal year.

c. Motion to Approve 2008/09 Budget

It was:

Moved/seconded (Edward Hung/Barbara Crocker) ***Be it resolved that the 2008-2009 AAPS Budget prepared by the Board be approved as presented. – Carried***

8. SPECIAL RESOLUTIONS – PROPOSED BYLAWS AMENDMENTS

We have special resolutions which are broken down into two different issues but each one requires three motions.

a. Special Resolution to add Chair of the Advocacy Committee to the Board on an ex-Officio basis but without a vote

Just to clarify the person could hold a vote if elected to a position on the board as a Member at Large. And that is the situation we have right now, with Anne-Marie Fenger, who is the chair person of the Advocacy Committee and she is also a Member-at-large. We're doing this because there is conceivably a situation where we may have a Chair of the Advocacy Committee who is not necessarily elected to the board and we also are doing this because, because of the sensitivity of the work that is done by the Advocacy Committee and especially by the Advocacy Chair, we feel it is in the best interests of the AAPS organization that this be an appointed position and not an elected one.

There are three parts to this resolution and what I want to point out is that if we're going to go against this resolution, if we're going to lose this resolution, we have to do it on the first motion, because if the first one doesn't pass, the next two don't make any sense. So if the first one fails, they all fail. We did run it all past our legal council to make sure we are sufficiently covered.

Motion One:

It was:

Moved/seconded (Daryl Stowe/Chris Skipper)

That Article IV Section 1 of the Bylaws be amended by adding the words: “the Chair of the Advocacy Committee” and adding the words “the Chair of the Advocacy Committee shall serve in ex-officio capacity but will not hold a vote on the Executive Board” so that the Bylaw will now read:

“The Executive Board shall consist of a President, a First Vice-President, a Second Vice-President, a Secretary, a Treasurer, the immediate Past President, the Chair of the Advocacy Committee and a minimum of four (4), a maximum of six (6) Executive Members at Large. The Chair of the Advocacy Committee shall serve in ex-officio capacity but will not hold a vote on the Executive Board”

A question was raised and it was noted the Chair of the Advocacy has always been appointed by the board. It's never been an elected position and will continue to be an appointment by the board. The only change is now the Advocacy chair doesn't have to sit on the board to but it's a good thing if the chair does. It was also noted that we do have quorum.

- CARRIED

Motion Two:

It was:

Moved/seconded (Barbara Crocker/Justin Marples)

That Article XII, Section 6 of the Bylaws be amended by adding the word “voting” so that the Bylaw will now read:

“Five voting members of the Executive Board constitutes a quorum. A decision or resolution of the majority of the Executive present and constituting a quorum is a decision or resolution of the Executive Board except where otherwise provided.

- CARRIED

Motion Three:

It was:

Moved/seconded (Barbara Crocker/Kelly Simmons)

That Article XII, Section 7 of the Bylaws be amended by adding the words “and the Chair of the Advocacy Committee” so that the Bylaw will now read:

“Each member of the Executive Board, except the President and the Chair of the Advocacy Committee, has one vote. If the votes of the Executive are equally divided, the President has the deciding vote.”

- CARRIED

b. Special Resolution to enable electronic voting for Board positions

That our Board elections be able to be conducted electronically and on-line just prior to the Fall General Meeting. The purpose of this is to encourage participation in the election generally and to enfranchise those members who cannot attend the General Meeting in person. In addition electronic balloting greatly speeds the process of ballot counting and enhances the accuracy of the count. The intent of the Board is to have a lengthy period during which nominations are open (a little over 2 months), followed by a 2 or 3-week period during which the election would be open on-line, ending the day prior to the Fall General Meeting and then to announce the results of the election at the Meeting

Motion One:

It was:

Moved/seconded (Daryl Stowe/Justin Bonzo)

Therefore be it resolved as a special resolution that Article IV, Section 4(d) of the Bylaws be amended by adding the words: “by a method adopted by the Executive Board which may include electronic balloting” so that the Bylaw will now read:

“Voting in the elections shall be by secret ballot by a method adopted by the Executive Board which may include electronic balloting.”

(Bernice noted that there is a system used at the University already that we could piggyback onto at a very small cost. In the same way as the Board of Governors are elected. It's the registrar's office. The cost was very low, we're talking about a two hundred dollars.)

- CARRIED

Motion Two:

It was:

Moved/seconded (Michael Shepard / Eilis Courtney)

That Article IV, Section 3 of the Bylaws be amended by adding the words “except for the Immediate Past President and the Chair of the Advocacy Committee” and adding the words “or before” so that the Bylaw will now read:

“The Executive Board, except for the Immediate Past President and the Chair of the Advocacy Committee, shall be elected at or before the Annual General Meeting during the month of October and shall take office at the close of the meeting”

(There was some discussion about the wording of the original motion and the above was the final that was agreed upon.)

- CARRIED

Motion Three:

It was:

Moved/seconded (Michael Shepard / Daryl Stowe)

That Article IV, Section 4(a) of the Bylaws be amended by deleting Section 4(a) and replacing it with the following

“4(a) Nominations for the elected positions on the Executive Board must be submitted in writing to the Secretary no earlier than 90 calendar days prior to the date set for the Annual General Meeting and no later than 21 calendar days prior to that date.”

From comments made during the discussion, Bernice assured everyone that The AGM has to be held in October and the announcement of the AGM date is made very early in the year. In fact it is always mentioned in the Annual Report.

- CARRIED

What we want to do now is just to let people know that there is always work that needs to be done either at the board level or on committees and we do welcome people to get involved, we urge people to get in involved because it is your organization. Because we are essentially a diversified University, it's really important to have all kinds of perspectives come to these committees and to the board. So please if you have any interest and I know time is always an issue because a lot of this stuff we need to do off the sides of our desks. But like I said this is your organization, and your participation is urged.

9. QUESTION AND ANSWER SESSION

There were no questions.

10. MOTION TO ADJOURN

The meeting closed at 1:35 p.m.