

Can Collective Bargaining Save Collegial Governance?

Jim Johnson

Chief Negotiator, UBC Faculty Association

Joint Faculties Senator, UBC

ja.johnson@ubc.ca

March 3, 2017

Can Collective Bargaining Save Collegial Governance?

- Some History
 - Flavelle Commission

The Board

“A proposal to delegate the powers of the Crown to a Board of Governors is dictated by the desire to impart strength, continuity and freedom of action to the supreme governing body.”

The President

“The office of President should be clothed with additional powers, making its occupant in fact as well as in name the chief executive officer of the University.”

“The connecting bond between the Governors and the Senate should be the President. His identification with the academic side of the University life makes him the natural channel of communication between the two. His powers should be sufficiently defined to constitute him the general executive officer, subject to the Governors, and the representative of those special University interests which are under the guardianship of the Senate.”

“He should be, in general, the channel between the Governors and other academical bodies”

Can Collective Bargaining Save Collegial Governance?

- Some History
 - Flavelle Commission
 - Duff-Berdahl

The Major Cause of all our Troubles

“We have formed the firm opinion that the ineffectiveness of Senates is the major cause of the tension and disharmony that exist today, not in all, but in far too many Canadian universities”.

Senates as Voice

[Senates should be] *“the responsible, representative voice of the whole academic community on all, literally all, questions of university policy.”*

Senates as Advice

“the President should use the Senate and its committees as a principal source of advice on academic policies.”

Can Collective Bargaining Save Collegial Governance?

- Some History
 - Flavelle Commission
 - Duff-Berdahl
- The Rise of Professional Administration

What's Really the Major Cause of all our Troubles

Johnson on Professionalized Administration

"The professionalized management of modern universities is not only a mechanism by which the institution can be governed with minimal interference by faculty, but also a mechanism by which the institution can be governed with minimal interference by the Board."

Can Collective Bargaining Save Collegial Governance?

- Some History
 - Flavelle Commission
 - Duff-Berdahl
- The Rise of Professional Administration
- Should we Abolish Senates?
- The Employee/Employer Dynamic

In which we all get used to being Employees

The View from the 1950s

“Nothing, by the way, so incensed us during these sessions with our Board one could hardly call them “confrontations” as the assertion or imputation by Board members that we were merely ‘employees’ of the institution”

(WM Sibley, writing in the Canadian Journal of Higher Education, 1976, about his time as an officer of a local academic staff association in the 1950s)

The View from Today

[The President’s resignation] *“is a matter between the Board of Governors and their employee”*

(Advanced Education Minister Andrew Wilkinson commenting on the unedifying spectacle of Dr. Gupta being hustled out of the UBC presidency with all the ceremony of a drunk being tossed from a bar)

Can Collective Bargaining Save Collegial Governance?

- Some History
 - Flavelle Commission
 - Duff-Berdahl
- The Rise of Professional Administration
- Should we Abolish Senates?
- The Employee/Employer Dynamic
- The Union as Collective Voice
 - Faculty Associations as Enterprise Unions
 - Collective Agreements as Historical Documents
- Can Collective Bargaining Save Collegial Governance?

The End