

**How UBC Treated One of Its Own: A Summary of Unfairness and Harm
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Through a series of actions and inactions and in the context of expectations for behaviours of the highest ethical standards, I was harmed as an employee of the University of British Columbia over a period of years. The specifics of how and when the University acted unfairly and improperly against me are described in an open letter that is posted online at <https://libraryspeak.ca/>.

This is the second of such open letters, published in September 2023, and describes these and other details:

1. The failure to provide an essential and necessary position description that was accurate and up to date, to committees reviewing my application for a confirmed appointment.

This failure occurred during a period lasting over three years and with two different supervisors, both familiar with the process for a colleague to obtain a confirmed appointment.

2. Both apparent and real conflicts of interest by key members of the two review committees, including a spousal relationship between a member of one committee and the Chair of the second committee, during a process where the deliberations of the two committees were expected to be separate and confidential.
3. The failure of my supervisor to follow correct procedures in the review process, that led to my first application being cancelled, putting my second application in an unfair position because it was reviewed by committee members, some of whom had seen the first one, and/or who were in conflicts of interest with each other and with me, as described in the open letter.
4. Communication between members of the two committees about rejecting one or more applications in order to justify the amount of time spent on the review process. This communication occurred as my application was about to be reviewed by the second committee and implied a need to disregard the merits of some applicants, even though those applications deserved approval because of their demonstration of high performance.
5. The manner in which my request for a five-year appointment without review was rejected without offering any option of fair consideration or review.

6. The apparent disregard by UBC, as far as I'm aware, to use its own Investigations Policy look into this matter in detail.
7. The sharing with others, by the UBC Board of Governors' Employee Relations Committee, of a confidential letter without my prior knowledge or consent.

The impact of the unfairness with which I was treated by UBC is also described in the open letter:

1. Seven separate treatments at Hospital Emergency Rooms and admission to the hospital for three days of treatment.
2. Significant depression and anxiety and that is still the case now, with the strong likelihood of continuing negative impacts on my health.
3. Unemployment for over two years with the fear of sliding into poverty and the inability to remain in my rented apartment, as I drew down on or depleted savings accounts in order to support myself.

Also posted online at <https://libraryspeak.ca/> is a career summary and impact statement that I hope will support the readers' understanding of and awareness of my career achievements.

At UBC as throughout my work and personal life, I have achieved and maintained high standards of performance. The unfair manner in which I was treated by UBC remains unresolved.

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