



ubcfa

# Annual Report

2024



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# Annual Report 2024

# President's Report

Dory Nason, President

As another year comes to a close on my second and final term, I want to thank the membership for your time and diligence to the association whether in service on our many committees or in bringing to our attention questions and concerns you have experienced in the workplace. As the first Indigenous FA president, I also want to acknowledge and show my deep love and respect for the territories in which we work, the ancestral and unceded territory of the Musqueam people, and the traditional, ancestral, unceded territory of the Syilx Okanagan Nation and their peoples.

As I reflect back over the past year, I am grateful for the extensive work of my Executive colleagues who help make the Association a strong member-driven organization and to our staff, I am grateful for their continued service and care for our members. In my report I hope to highlight just some of the great work of our committees and update you all on our priorities in the months and year to come.

Under the new leadership of Stephaine Tolman, the Contract Faculty Committee continued to host the Contract Faculty Colloquium series, now in its 10th year. This event brings together contract and other faculty from across our campuses to showcase the scholarly and pedagogical work and innovations performed by our contract colleagues. The Association also held our annual Fair Employment Week activities, which highlights the important work our contract faculty do to help UBC meet its academic mission. UBC's financial concerns dominated discussions in the Contract Faculty Committee this year as colleagues face both layoffs, higher workloads, and the burnout that is on the horizon for many of these members as they continue to face a more challenging academic environment.

Our Equity Committee engaged in a number of important activities this year, but I want to highlight two of significance. The Equity committee asked and continues to ask UBC to conduct a systematic review of disability and accessibility issues on our campuses. The disability working group is calling for a UBC wide task force to research and make recommendations on improving the working lives and accessibility of our members with disabilities. Through its status of women working group, the Committee held a joint webinar with UBC on the impacts of menopause on women in the workplace. This is an area that is little studied and even less discussed; we are grateful to the Committee and UBC for putting on such an important event.

Barbara Sobol, our new chair of the Librarian and Archivists' Committee, continued the good work of her predecessor, Anne Olsen. The Committee struck a working group to refine the terms for a Librarians' Council, which would provide a forum for Librarians and Archivists' to meet with the University Librarian to discuss matters of importance to their profession outside of formal labour relations. The Committee also struck a working group to improve the merit and PSA process in the Library by better defining the criteria for awards while improving overall transparency. The Committee also held an information session for Librarians to provide an overview of the services offered by the Association and to review the unique language in the agreement that applies to this constituent group.

Dominating discussions in the Okanagan Faculty Committee this past year has been the budget cuts and their impacts on our members on that

campus. UBCO faces some unique challenges with the budget and are already experiencing increased workloads and job losses. The OFC continued to engage with Campus and Community Planning on proposed changes and upgrades to the campus, highlighting the particular needs of faculty, new teaching and learning spaces, and the development of an accessible and inclusive campus environment. The OFC is also focused on building the scholarly community in the Okanagan.

Our Anti-Racism and Indigenous Initiatives Committee also joined the chorus of calls to improve the workplace for our racialized and Indigenous colleagues focusing their efforts on identifying structural racism, anti-Blackness, and Indigenous rights with a view to reducing and eliminating these barriers both at the University and within the FA. We are grateful for all our members who assist with this valuable work.

I am always grateful for the work of the Member Services and Grievance Committee and our Chair, Timothy Taylor. It has been another busy year in that Committee as they reviewed and assisted with the processing of over 477 inquiries/case files. While the biggest source of inquiries came from our contract faculty as they face job losses, investigations once again proved to be one of the largest categories of member files. While the FA has made some significant improvements to the investigations processes, there remains much work to do to ensure timely and fair processes for members.

As you will hear from our Treasurer, the Association will present an unqualified audit report along with our 2025 budget. While the FA is in good financial position, we will continue to prioritize member services and ensure we have the funds available to defend our members in grievance and arbitration processes. Given our surplus, we will also look into a dues holiday for members.

The fall was a busy time as the Association prepared for collective bargaining. I would like to thank Liz Hodgson for leading the preparation and negotiating teams. We began negotiations with UBC on May 6 and will take a break over the summer months and resume in early September. I'd also like to thank my Committee Chairs and committee members for the thoughtful recommendations they made to our bargaining preparation committee and to the members who participated in our bargaining survey and consultations.

Globally, it has been another turbulent year. With the rise in authoritarian regimes, the spreading of disinformation, and the attacks on Universities, basic science, DEI, and academic freedom, we must remain vigilant and protect our institutions from these kinds of incursion in Canada, which are also being deeply impacted by budget cuts. We have been and will continue to work with the University to ensure fair and consistent processes for layoff and recall of our contract faculty across both campuses. We are closely monitoring the situation with travel to the United States and the impacts of Trump administration policies on grant funding paying attention to how these policies are likely to affect our membership in the short and longer terms. We are also closely monitoring the Senate and its proposed policy on academic freedom. Now, more than ever, we must stand strong in defense of academic freedom and ensure this central and foundational tenet of our work as scholars remains strong and robust in the face of these global challenges.

In solidarity,  
Dory Nason



# CFC Annual Report

Stephanie Tolman, Chair; Contract Faculty Committee

The 2024-2025 academic year was a busy one for the Contract Faculty Committee. The Committee met monthly via Zoom and organized several events.

The CFC's meetings were dominated by talks of budget deficits and threats to contract faculty jobs. The anxiety level amongst contract faculty across both campuses is high, but especially in the Okanagan where the impact is most acutely felt. The precariousness of contract faculty members, in particular Sessional Lecturers, has also led to worries about food insecurity and the ability to meet the rising cost of housing. Many members are also facing a higher workload, which has brought about additional fears of burn out.

Fair Employment Week (October 21-25, 2025) saw lunches held on both campuses that were well attended. The annual letter, sent to President Bacon and Deputy Vice-Chancellor Cormack on behalf of the FA President, Dory Nason and myself, outlined the importance of contract faculty and their struggles with job precarity. This letter was favourably received by both Drs. Bacon and Cormack. To top off Fair Employment Week, a "Know Your Rights" workshop was held by Robin Roff, the Associate Executive Director of the FA, for sessional lecturers. Responses to this workshop were positive and several members reached out to indicate they wished they had known more about their rights when they were first hired.

This year, the CFC members discussed individual onboarding experiences. Many members expressed that they had received little to no onboarding or introduction to the University. The CFC gathered information for an orientation "wish list", which included items such as receiving

more information on the rights enshrined in the Collective Agreement and encouraging departments to establish a mentorship programs to welcome new faculty to their Unit.

In the hopes of strengthening the contract faculty community, and to address some of the concerns regarding the lack of onboarding processes, the CFC is planning an educational event for the Fall 2025. The event will include a presentation from the FA on contract faculty's rights, a question-and-answer period, and breakout sessions to discuss onboarding to gather further information for the CFC's orientation wish list.

This year marks the 10th year of the Annual Contract Faculty Colloquium. Held on May 6, 2025, the Colloquium is an opportunity for contract faculty to share their research and pedagogical innovations with members of the UBC community. The Colloquium has expanded each year and we were happy to welcome participants from a wide range of disciplines this year. The Committee thanks Dr. Sarika Bose for her tireless work in organizing this event. Without her ongoing commitment to her colleagues, it would not have been possible.

I would sincerely like to thank all members of the CFC for their time, ideas, and engagement. I know this has been a difficult year for many of us and I wholeheartedly thank you for all of your continual help and commitment to this committee. I would additionally like to extend my heartfelt gratitude to all the staff at the FA, in particular Robin Roff, who has been an invaluable support and guide through my first year as chair and without whom I would be lost; Emma Burry, who has been essential in scheduling our meetings and



helping plan events; and Ryan O'Neill, who has very kindly taken minutes for the CFC during our meetings. Finally, I would also like to thank our President, Dory Nason, and our Executive Director, Deena Rubuliak, for all their encouragement and tireless hard work.

Respectfully submitted,  
Stephanie Tolman  
Chair





# EQC Annual Report

Shirley Chau, Chair; Equity Committee

In its third year the Equity Committee aimed to meet its mandate to identify structural sources of discrimination, bias, inequity and exclusions, and ableism within policies, procedures or practices at UBC and to work to reduce and eliminate such barriers. Bargaining preparation for the new Collective Agreement began in fall 2024, and many members of the Equity Committee contributed by attending consultation sessions and providing feedback through the EQC's meetings. The Committee also provided direct feedback through the Chair to the Chief Negotiator and the Executive Committee.

## Structure & Formation

The committee uses a federated model, wherein there is one working subgroup dedicated to each of the major equity-deserving groups at UBC: LGBTQ2SIA+, BIPOC, Faculty with Disabilities, and Women. Meetings are scheduled in a rotation beginning with the broad Equity Committee, followed by separate meetings for each Working Group. The goal of the broader meeting is to introduce members to each other and to identify issues of intersectional or overlapping concern.

## Working Group Activities

### Continuing Call for the University to Uphold its Duties under the Accessible BC Act

The Disability Working Group continued to discuss the need for a systematic review of accessibility and disability at UBC. Such a review would form the basis of recommendations to the President and Provost regarding the material, structural and cultural changes needed. Disabled Faculty are one of the only equity seeking groups that has not received such attention. In February 2024, the Faculty Association wrote a letter to President Bacon calling on UBC to address this disparity by creating a Disability Task Force. The FA received a response from the Executives of the Accessibility Committee, which did not address the concerns raised. The Working Group continues to call for UBC to meet its requirements under the Accessible BC Act, including implementing an accessibility plan and a formal system for reporting accessibility needs.

### Safety Measure Review

In light of the violent attack that took place in 2023 at the University of Waterloo, the

2SLGBTQIA+ Working Group inquired into the nature of safety measures at UBC campuses. The Working Group continues to consider both the existing policies and protocols for addressing safety, and recent reports of a deterioration of the workplace climate.

### **Peri/Menopause at Work**

Last year, the Status of Women Working Group raised concerns about the impact of perimenopause on women in the workplace. We were pleased to see that the University shared our concern and addressed the matter on January 30th 2025 in a UBC-sponsored webinar entitled *Navigating Menopause*. This was a well-attended event and a step in the right direction. The Working Group looks forward to continuing this good work.

### **Racial Equity and the Collective Agreement**

The BIPOC Working Group's primary area of discussion this year was the University's complaints process and the impact the process has on racialized faculty. Concerns were raised that the process creates barriers for individuals from non-dominant groups and/or those who have experienced trauma. Members considered ways of addressing the shortcomings of the present system, including asking the University to seek out investigators from equity-deserving groups and with training in trauma-informed practices.

### **Acknowledgements**

The Equity Committee and its Working Groups are important spaces for members to gather, collaborate, and co-create positive work environment. Thank you to each member of the Committee for bringing your ideas, suggestions, enthusiasm, and expertise to the table and for the support you gave each other and the broader membership. Thanks are also due to Shayna Frawley and Sean Hillman, UBCFA LROs, who took notes at our meetings, Emma Burry, Communications Coordinator, for scheduling our many meetings, and Robin Roff, Associate Executive Director, for her support and practiced wisdom in answering the numerous questions we pose to her at every meeting. I also want to thank Dory Nason, President, and members of the Executive Committee for supporting the various requests from the Equity Committee, and to Deena Rubuliak, Executive Director, for her ongoing support and hard-work at the Faculty Association at UBC.

Respectfully submitted,  
Shirley Chau  
Chair

# LAC Annual Report

Barbara Sobol, Chair; Librarians & Archivists Committee

The Librarian and Archivists Committee (LAC) meets monthly during the academic year and is charged with providing a forum for discussion on matters of interest and concern to librarians and archivists. The Chair of the LAC participates in a library-focused Joint Consultation Committee, represents the interests of librarians and archivists in the bargaining process, and serves on the FA Executive Committee. In total, there are ninety-two librarians and archivists at UBC Library.

The LAC has a current membership of eighteen librarians and archivists representing diverse roles across multiple library branches, units, and campuses. The LAC has engaged in numerous activities this year to increase the visibility of the FA to members and to improve working conditions:

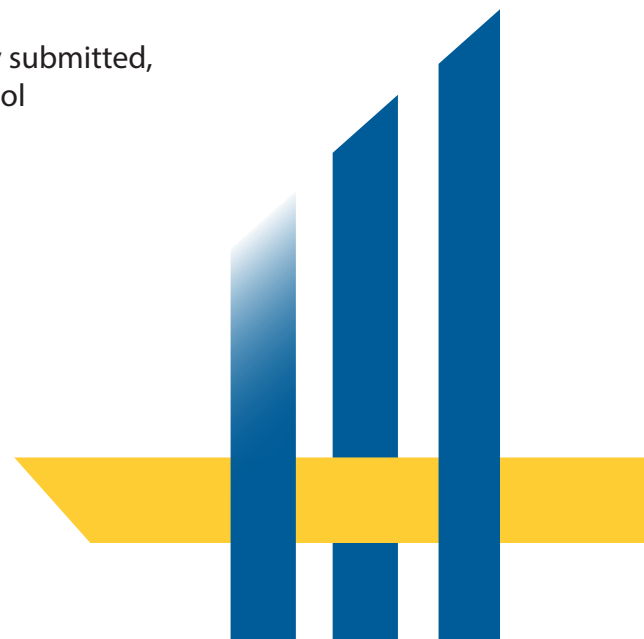
- In September, a call for new members led to four additional colleagues joining the LAC.
- In December, an Information Session was attended by twenty members and covered: an overview of the scope and services of the FA, an intro to the unique language for librarians in the CA, an overview of the LAC, and a question-and-answer period.
- In October, a working group commenced to revise an existing proposal for a Librarians' Council. This proposal was brought forward to Library administrators in January 2025 through the Library JCC and remains under discussion.
- In December, a working group was initiated to review the merit and PSA process for the UBC Vancouver campus, starting with an evaluation of documents produced at UBC Okanagan in 2022. A proposal to revise the UBCV processes will be developed in spring 2025 and brought to LAC for consideration.

- Two workshops on the confirmed appointment process are scheduled for May 2025. These workshops will provide support for confirmation track librarians and for Heads stewarding files through this process.

The Library Joint Consultation Committee resumed a regular schedule with meetings in 2024 (July and October) and 2025 (January and April). As we prepare for bargaining, a set of questions, distinct from those sent to faculty, was sent to librarians in the bargaining preparation survey. Those results are informing our proposals, as well as the ongoing work of the FA in supporting our members.

As this is my first year as Chair of the LAC, I am grateful for the support of previous Chairs, Anne Olsen and Bronwen Sprout, as well as to the growing membership of LAC for all of their engagement and perseverance in improving the working conditions and workplace culture of the UBC Library. Finally, it has been an excellent experience working closely with the stellar team at the FA, especially Sarah Hornstein and Deena Rubuliak. They are amazingly responsive and nuanced in their support of our relatively small cohort of members within the FA. Thank you!

Respectfully submitted,  
Barbara Sobol  
Chair



# MSGC Annual Report

Timothy Taylor, Chair; Members Services & Grievances Committee

The Member Services and Grievance Committee (MSGC) is responsible for assisting the FA's labour relations staff in processing and resolving complaints and grievances. Members provide advice, insight, and strategic guidance outside the day-to-day management of case files. The MSGC meets monthly with the professional labour relations officers (LROs) of the Association to review and discuss issues confronting the membership. Where the MSGC and the LROs identify trends or patterns of complaints regarding a workplace policy or process, the Committee may also recommend policy grievances to the Executive Committee.

Our labour relations staff handle a wide range of matters from basic inquiries on rights, University processes, and the Collective Agreement, to concerns that require negotiations with members of Faculty Relations, and the formal grievance and arbitration process.

The Association opened 477 case files between Jan 1 and Dec 31, 2024, a decrease of 61 over the last year. Of these, 383 were resolved by year end, 277 of which were concluded without needing a formal or informal grievance.

For a detailed breakdown of the types of cases addressed this year, see Charts 1 & 2 later in this report.

Appointments and leave remain the most frequent categories of cases, followed closely this year by promotion & tenure, investigations, and workload. The category that saw the largest growth were questions about sessional reappointments. Given the current financial uncertainty in the post-secondary sector, this is

likely a trend that will continue into 2025.

There were 40 investigation files opened in 2024, of which our members were respondents in 34. Complaints under the Respectful Environment Statement remain the largest category of investigations. This is in itself a matter of some concern, because the FA has seen a disturbing trend in the University attempting to use the language of the RES to enforce unreasonable standards of "civility" on faculty interactions and conflating the idea of student discomfort with bullying and harassment. The University is a place where ideas, understandings, and opinions are challenged. Good education, almost by definition, involves pushing people outside their comfort zones and introducing them to new concepts, cultures, and practices. As a result, some base level of discomfort is to be expected. The Faculty Association is starkly opposed to this new and dangerous use of the University's RES and will continue to push back whenever it arises.

Having said the above, the Faculty Association made a small but measurable gain in our ongoing efforts to improve the investigations process at UBC. After lengthy discussions between the Parties, UBC has agreed to minimize the practice of bifurcating investigations between different Administrative Offices. Members who are subject to RES and Policy SC7 complaints, for example, will now undergo a single investigation headed by the Independent Investigations Office. The University is taking steps to bundle other investigations processes where possible. For those of you who have not read the last number of reports of this Committee, this step may seem obvious.

However, it has been a long and arduous task to rationalize the process. The task is not complete, but we must celebrate our successes while at the same time continuing to advocate for changes at the bargaining table, in grievances, and through political action.

For further context on the full range of investigations affecting our members beyond those concerning the RES, please see chart 3, which provides a break-down of the types of investigations addressed this year. Note that of the 16 investigations under Policy SC7: Discrimination, 6 involved allegations of adverse treatment on the basis of mental or physical disability, 4 involved allegations of adverse treatment on the basis of sex, gender expression or identity, and 10 involved allegations of discrimination on the basis of race or place of origin.

Another core focus of the FA and its LROs is grievances. When informal attempts at dispute resolution are unsuccessful, or the FA and UBC have reached an impasse in a given dispute, the FA files a formal, written grievance. If the FA is unable to settle a formal grievance, the MSGC then reviews a given file, deliberates, and makes a recommendation to the Executive Committee as to whether the Association should advance the file to arbitration. Such recommendations are based on extensive discussion and consideration between MSGC members and LROs. After receiving a recommendation of this kind from the MSGC, the Executive Committee considers the matter themselves and makes the final decision on which files proceed to arbitration.

In terms of volumes, the Faculty Association filed 9 formal grievances this year, 4 of which advanced to arbitration. This is a significant increase in arbitrations for the FA and speaks to a deterioration in labour relations at this institution, a failure of the University to effectively manage the workplace, unnecessary

investigation processes that greatly complicate and exacerbate disputes, unfair application of policy, and an institutional creep into matters of academic freedom and collegial governance.

Note that after we formally file for arbitration, the Faculty Association continues to work towards a resolution with the University outside the arbitrator's room, as this generally results in better outcomes for our members. In this vein, I'm pleased to report that 2 cases that were headed to arbitration were successfully resolved through negotiation and mediation. The first involved the accommodation of a pre-tenure faculty member after a period of prolonged illness and disability. The second sought to protect the rights of faculty members in the collegial governance of their department. Both conclusions are prominent gains in our work to safeguard members' rights.

The two remaining arbitrations are set to proceed to hearing in June 2025 and July 2026, respectively. The FA staff will continue to seek resolution to each in the hopes of judiciously settling matters for our member.

Perhaps it will come as no surprise to our membership that protecting academic freedom was a chief concern in 2024 and continues to be top of mind as we progress through the first year of our southern neighbour's political turn. In our increasingly polarized political climate, the University has shown increased concern and monitoring of our member's extra-curricular actions, including their social media use. The Faculty Association is working vigorously to curtail inappropriate monitoring and the attempt to discipline our members for legitimate extramural speech. As always, it is our position that FA members are free, within the law, to pursue what seems to them as fruitful avenues of inquiry, to teach and to learn unhindered by external or non-academic constraints, and to engage in full and unrestricted consideration of any opinion.

Chart 1: Case by Category 2024

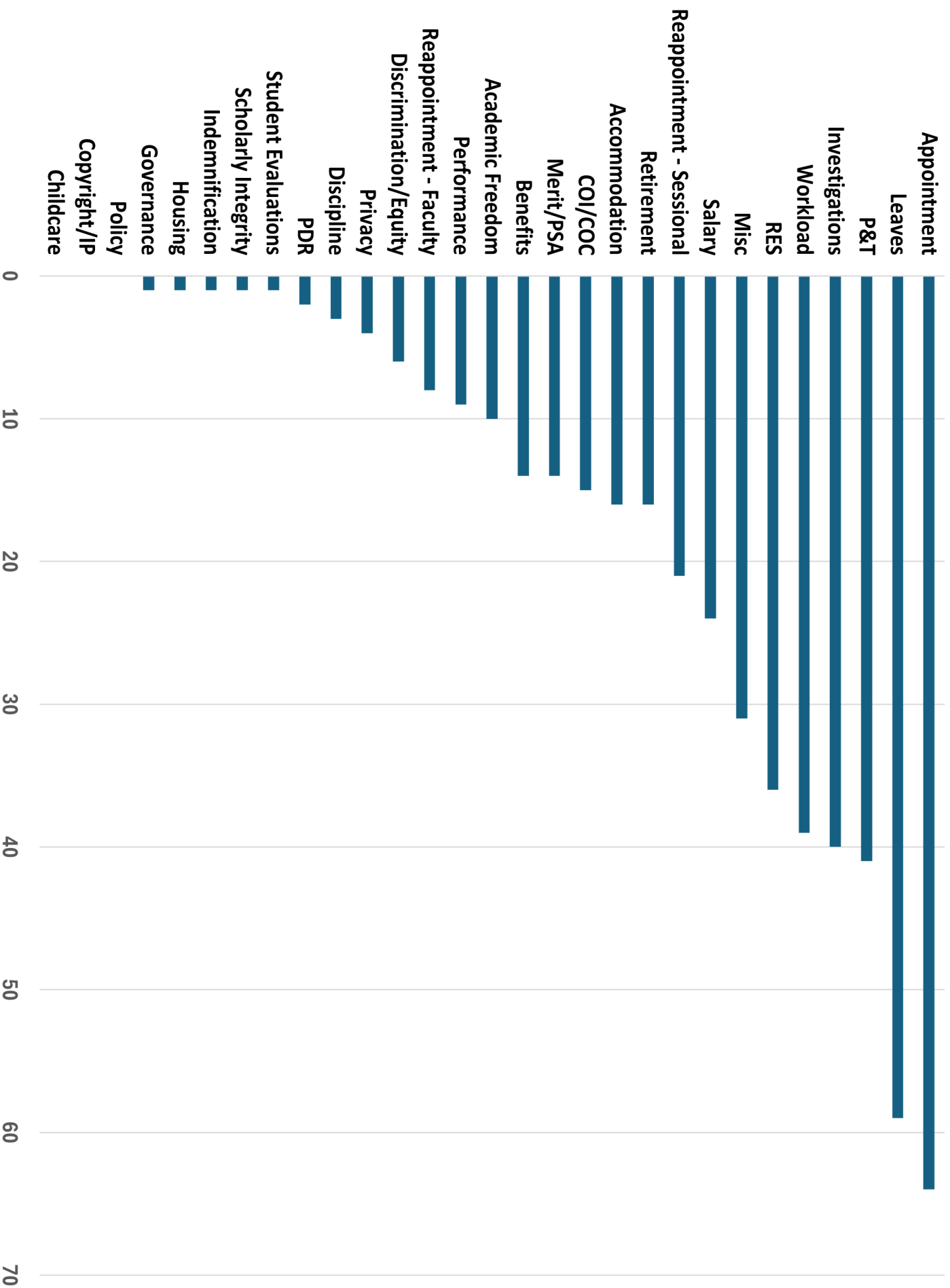
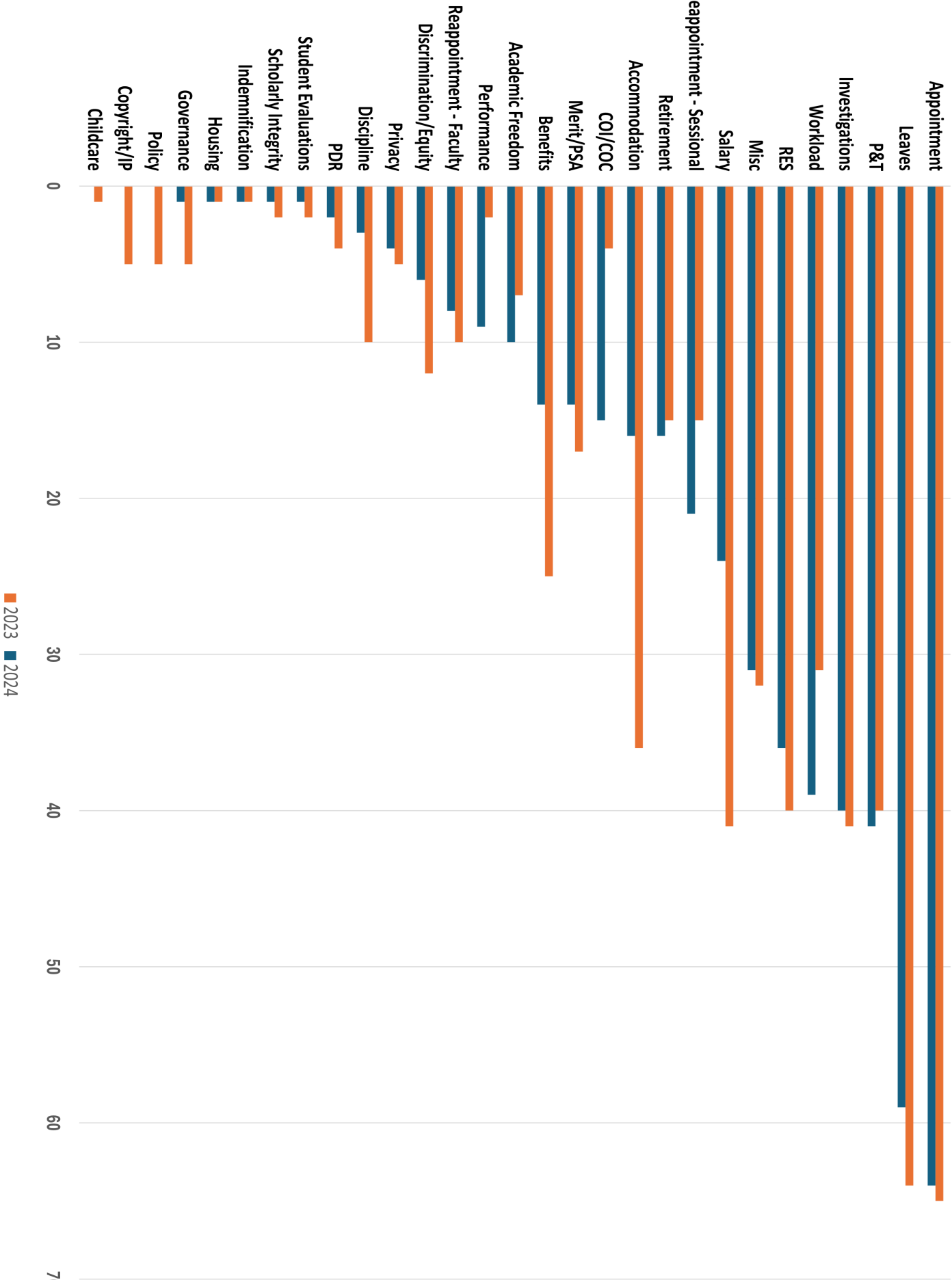
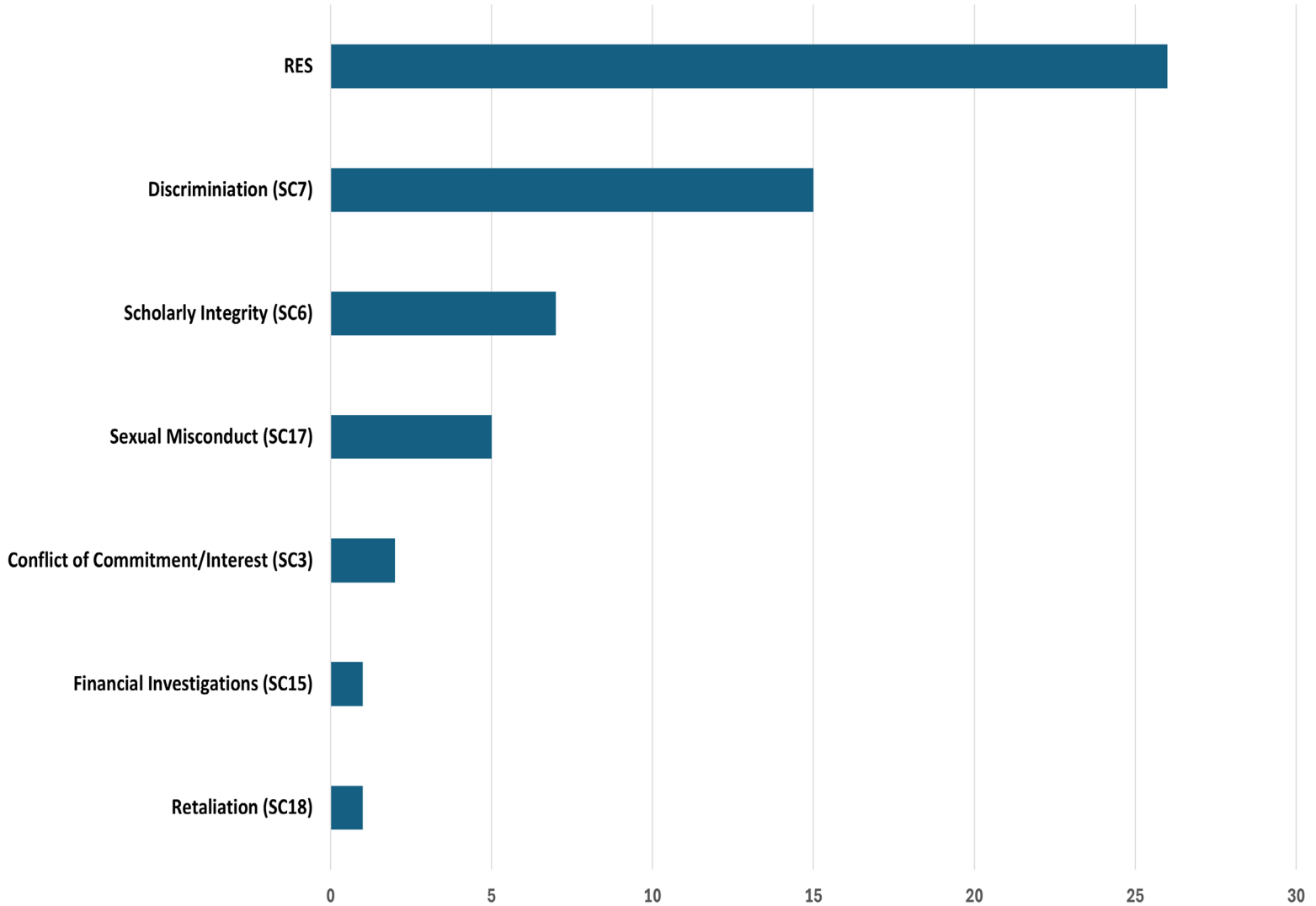




Chart 2: Case by Category, 2024 vs 2023



### Investigations by Type, 2024



I would like to thank the members of the MSGC who volunteered their time to assist FA members and uphold the rights enshrined in the Collective Agreement. These are not always easy discussions but the considered and compassionate responses they brought to the table were always appreciated. Finally, I would like to thank the staff for their skilled work in assisting our members in these difficult times.

Respectfully submitted,  
Timothy Taylor  
Chair

# OFC Annual Report

Peter Arthur, Chair; Okanagan Faculty Committee

The OFC met regularly this year to discuss the impact of the campus budget, the preparation for bargaining our next collective agreement and to hear from members regarding emerging concerns and questions. Through this forum we were able to educate members on their rights, the labour relations processes and the role of the FA. Members also engaged in fruitful conversations about recent developments and ongoing negotiations with the University on pressing matters.

## **Campus and Community Planning:**

The Okanagan Faculty Committee had a lunch in early November with our colleagues in Campus and Community Planning to discuss the Campus 2050 Planning. The Committee brought forward what it sees as priorities, including the need to ensure appropriate teaching and research spaces for the campus.

## **Budget Concerns:**

The University's planned budget cuts for the 2025-2026 academic year topped the agenda in most meetings. Financial constraints are having deep impacts on this campus, including a significant reduction in our complement of contract faculty, increases in class size,

increases in teaching assignments, and a loss of staff positions critical to the proper functioning of departments. Faculty are worried, not only for the livelihoods of our colleagues in precarious positions, but the overall health of the academic mission at UBCO. Our monthly meetings provided a forum for members to bring forward their individual concerns and information of what was happening on the ground so that the FA can continue to negotiate with the University and assist members navigate this difficult time.

## **Course Scheduling:**

Compounding the workload pressures being exerted by budgetary issues is UBCO's centralized course scheduling system, that continues to impact the ability of members to participate in the full scope of their duties. We have heard from many members who are being asked to teach 4 days a week, and have longer than normal work days with courses scheduled in the early morning and late into the evening. Apart from taking time away from other professional activities, such as research and service, that must be accomplished throughout the year, faculty are reporting increased rates of burnout and a deterioration of the learning environment for students.



### **Student Experience of Teaching Surveys:**

Despite overwhelming evidence that student evaluations of teaching are inaccurate and inappropriate measures of teaching performance, UBC continues to rely heavily on these tools in workplace assessments. Members remain very concerned about providing students with the opportunity to relay caustic and discriminatory commentary on their work and they report that such evaluations can be devastating to their mental health. This has been a long standing priority for the Faculty Association and we continue to push the University to turn to more robust and fairer methods of evaluation.

### **Community Building:**

The OFC is proud to have a diverse membership, including representatives from the tenure stream, Lecturers, and Librarians. As Chair, I was delighted to collaborate with my colleagues to host a community-building event featuring special guest Lesley Cormack, Deputy Vice-Chancellor. It was wonderful to see so many colleagues attend and engage in person.

It has been a pleasure serving as the Chair of the OFC. I am inspired by the genuine interest and enthusiasm our colleagues on the OFC bring to the work of the Committee and to our discussions of workplace and broader UBC matters. I look forward to continuing to serve in the new academic year and am excited about the initiatives the Committee is planning. On behalf of the committee, I would like to thank Deena Rubuliak and the Faculty Association staff for their expertise and support throughout the year.

Respectfully submitted,  
Peter Arthur  
Chair





# ARIIC Annual Report

Kevin Chong, Chair; Anti-Racism & Indigenous Initiatives Committee

The Anti-Racism & Indigenous Initiatives Committee (ARIIC) is responsible for identifying sources of structural racism, anti-Blackness and colonialism at UBC and exploring measures to reduce or eliminate these, and other forms of bias and discrimination against racialized members of the UBCFA.

Meeting twice per term, the ARIIC has been enthusiastically populated by faculty from both campuses and a wide array of disciplines and backgrounds. Over the past year, the ARIIC has reviewed UBC's Task Force on Anti-Racism and Inclusive Excellence's 2024 report and discussed concerns with the University's advancement of its commitments in this area. Members also discussed the upcoming round of Collective Bargaining and proposed relevant additions that will help address individual and systemic discrimination at UBC. Members were particularly concerned with improving EDI training for hiring and promotion and tenure

committees; discontinuing the use of student evaluations for employment decisions; and reinforcing University's commitment to the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its role in colonialism to ensure positive action.

Meeting discussions have also produced plans for a panel for Indigenous and racialized faculty to reflect on and answer questions about promotion and tenure as well as a subcommittee for additional Anti-Racist and Indigenous language and resources on the UBCFA website.

I wish to thank Robin Roff for her guidance and support.

Submitted respectfully,  
Kevin Chong  
Chair



# Treasurers Report

Karen Smith, Treasurer

The audited financial statements for 2024 and the 2025 budget as approved by the Executive Committee are attached to this report. Both the planned and audited figures for 2024 are shown, as is the planned budget for 2025 (NB: dollars in thousands).

Membership dues were underestimated in the 2024 budget by \$260K (line 1). The income from dues is hard to predict from one year to the next due to the fluctuations in the number of employees (new hires, retirements, members who go onto long term disability) and negotiated salary increases.

We budgeted for a surplus of \$890K in 2024, and there was a total surplus of \$1.4 million (line 40). This was largely due to budgeting for a conservative contingency in the Legal/Grievance and Collective Bargaining/Interest Arbitration lines at \$500K each. This is consistent practice of the Association in most fiscal years that include collective bargaining to ensure we have the resources to support the work of the negotiating team should we need to access interest arbitration services. The Association also maintains a reasonable budget for legal support in member services and grievance files.

The Grievance and Legal fees (line 13) were under-spent by \$299K due mainly to grievance and arbitrations being settled between the parties prior to proceeding to a mediation or arbitration hearing.

In total, the 2025 budget allows \$1.07 million in Service to Members Expenses. This increase is to account for expenses relating to Collective Bargaining. The budget will also maintain a

healthy cushion for grievance-related legal fees and for mediation and arbitration processes.

Operational Expenses were under budget by \$118K in 2024 (line 28). There was slightly less travel for conferences and workshops than anticipated. Planned space upgrades to the office spaces were partially completed in 2024 but not yet billed by the University. The Association also planned for some technical upgrades to our office conferencing systems, though these have been delayed to this year. Overall, Operational Expenses for budget 2025 decreased marginally. The Association will continue to make improvements to our physical space, including enhanced office safety. We anticipate these projects will be completed this year.

The Human Resources budget was over by \$200K in 2024. The budgeted amount for 2025 is \$1.67 million (line 36). This reflects the contractual salary increases for the Association's paid staff as well as commensurate increases in health and wellness benefits and the hiring of an additional Labour Relations Officer.

The 2025 budget calls for a net surplus of \$554K (line 40). This budget was adopted by the Executive Committee in February 2025. In keeping with previous years, the 2024 surplus amount will be invested in the Legal Reserve fund (line 42).

The Auditor's report for 2024 was completed in May 2025 by Achieve CPA, LLP. The Statement of Financial Position at December 31, 2024 indicates total funds at \$13,670,646. This is an increase to members' equity from December 31, 2023 of



\$1,688,881. The Audit report was submitted without qualification and the Faculty Association remains in a financially healthy position.

As the Association has healthy financial legal and operational reserves, and as we have mostly returned to a normal operating environment following the pandemic, the Association will be reviewing our dues and income streams to ensure that our dues are set at an appropriate amount to meet the needs of the Association while keeping an eye on member contributions.

Respectfully submitted,  
Karen Smith  
Treasurer

# Budget

UBC Faculty Association Budget - Adopted February 13th 2025

Line #		2024 Approved Budget	Y-T-D 2024	2024 over/under	PROPOSED BUDGET 2025	Line #
	<b>REVENUE</b>					
1	Membership dues	4,260,861.00	4,521,591.73	260,730.73	4,612,023.56	1
2	Interest Income					2
3	Miscellaneous Revenue					3
4	<b>Total Revenue</b>	<b>4,260,861.00</b>	<b>4,521,591.73</b>	<b>260,730.73</b>	<b>4,612,023.56</b>	4
5						5
6	<b>EXPENSES</b>					6
7	<b>Membership Expenses:</b>					7
8	CAUT Dues	709,000.00	739,103.44	30,103.44	753,885.51	8
9	CUFA-BC Dues	304,235.00	318,945.89	14,710.89	333,656.39	9
10	<b>Subtotal Membership Expenses</b>	<b>1,013,235.00</b>	<b>1,058,049.33</b>	<b>44,814.33</b>	<b>1,087,541.90</b>	10
11						11
12	<b>Service to Members Expenses:</b>					12
13	Legal Fees & Grievance related expenses	600,000.00	300,783.16	(299,216.84)	800,000.00	13
14	Collective Bargaining & Interest Arbitration	50,000.00	8,001.32	(41,998.68)	200,000.00	14
15	Member Seminars/AGMs/Consut/Eduction/Commu	9,500.00	1,517.16	(7,982.84)	5,000.00	15
16	Special Events	40,000.00	12,977.66	(27,022.34)	40,000.00	16
17	Standing Committee Expenses & Meeting Expenses	30,000.00	16,367.42	(13,632.58)	30,000.00	17
18	<b>Subtotal Service to Members Expenses</b>	<b>729,500.00</b>	<b>339,646.72</b>	<b>(389,853.28)</b>	<b>1,075,000.00</b>	18
19						19
20	<b>Operational Expenses:</b>					20
21	Travel and Conference Fees/Exec PD	75,000.00	44,566.76	(30,433.24)	75,000.00	21
22	Office Expenses inc IT Tech services	75,000.00	25,577.34	(49,422.66)	75,000.00	22
23	Insurance	5,500.00	5,628.25	128.25	7,000.00	23
24	Donations	5,000.00	5,000.00	5,000.00	5,000.00	24
25	Auditor & Professional Fees	22,000.00	16,868.78	(5,131.22)	17,500.00	25
26	Asset Purchases - Equipment	12,000.00	3,505.47	(8,494.53)	10,000.00	26
27	Leasehold Improvements	30,000.00	-	(30,000.00)	30,000.00	27
28	<b>Subtotal Operational Expenses</b>	<b>224,500.00</b>	<b>101,146.60</b>	<b>(118,353.40)</b>	<b>219,500.00</b>	28
29						29
30	<b>Human Resources:</b>					30
31	Release Time	208,000.00	332,000.00	124,000.00	350,000.00	31
32	Staff Salaries	1,000,056.55	1,076,974.98	76,918.43	1,103,899.35	32
33	Staff Benefits	172,955.08	194,364.52	21,409.44	199,223.63	33
34	Contract Office Support/Recruiting	2,500.00	940.80	(1,559.20)	2,500.00	34
35	Staff Training	20,000.00	7,815.95	(12,184.05)	20,000.00	35
36	<b>Subtotal Human Resources</b>	<b>1,403,511.63</b>	<b>1,612,096.25</b>	<b>208,584.62</b>	<b>1,675,622.99</b>	36
37						37
38	<b>Total Expenses</b>	<b>3,370,746.63</b>	<b>3,110,938.90</b>	<b>(254,807.73)</b>	<b>4,057,664.89</b>	38
39						39
40	<b>Surplus (Loss)</b>	<b>890,114.37</b>	<b>1,410,652.83</b>		<b>554,358.68</b>	40
41	<b>Transfer of Funds</b>					41
42	Legal Reserve Fund		1,410,652.83			42
43	Operational Reserve Fund					43
44	<b>Total Transfer of Funds:</b>		<b>1,410,652.83</b>			44



THE FACULTY ASSOCIATION OF THE  
UNIVERSITY OF BRITISH COLUMBIA  
FINANCIAL STATEMENTS  
FOR THE YEAR ENDED DECEMBER  
31, 2024

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## INDEPENDENT AUDITOR'S REPORT

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To the Members of The Faculty Association of the University of British Columbia

*Report on the Financial Statements*

*Opinion*

We have audited the financial statements of The Faculty Association of the University of British Columbia (the "Association"), which comprise the statement of financial position as at December 31, 2024, and the statements of revenue and expenses and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2024, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO").

*Basis for Opinion*

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

*Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

(continues)

*Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Report on Other Legal and Regulatory Requirements*

As required by the Societies Act of British Columbia, we report that, in our opinion, the accounting policies applied in preparing and presenting the financial statements in accordance with Canadian Accounting Standards for Not-for-profit Organizations have been applied on a basis consistent with that of the preceding year.

(continues)

Independent Auditor's Report to the Members of The Faculty Association of the University of British Columbia *(continued)*

Burnaby, BC  
May 5, 2025

Achieve CPAs LLP  
Chartered Professional Accountants

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# Executive Committees and Staff

## Officers

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Inst. for Indigenous  
Studies & Social Justice Inst.  
- UBCV  
President

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Mathematics - UBCV  
Vice President

CHRIS ADDISON  
Chemistry - UBCV  
Secretary

KAREN SMITH  
Microbiology &  
Immunology - UBCV  
Treasurer

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Language & World  
Literatures - UBCO  
Contract Faculty

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Library - UBCO  
Librarians & Archivists

PETER ARTHUR  
Education - UBCO  
Okanagan Faculty

TIMOTHY TAYLOR  
Creative Writing - UBCV  
Membership Services &  
Grievance

SHIRLEY CHAU  
Social Work - UBCO  
Equity

KEVIN CHONG  
Creative Writing - UBCO  
Anti-Racism & Indigenous  
Initiatives

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English - UBCV

STEPHEN O'LEARY  
Electrical Engineering -  
UBCO

ADAM HOFRI-  
WINOGRADOW - UBCV  
Law

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Cellular & Physiological  
Sciences - UBCV

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GOPALAKRISHNAN  
Electrical & Computer  
Engineering - UBCV

MARY BRYSON  
Education - UBCV

## UBCFA Staff

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Executive Director

ROBIN ROFF  
Associate Executive Director

SARAH HORNSTEIN  
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Services Officer

RYAN O'NEILL  
Membership Services Officer

SEAN HILLMAN  
Membership Services Officer

SHAYNA FRAWLEY  
Membership Services Officer

ANDREA MATTHEWS  
Membership Services Officer

JAN GUNN  
Executive Assistant

EMMA BURRY  
Communications  
Coordinator

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Donna Langille  
Ramine Adl  
Helen Yanacopulos  
Peyman Yousefi  
Ray Taheri  
Stephen O'Leary  
Xiaoping Shi  
Brad Epperly  
Mike Chiasson  
Marianne Legault  
Alwyn Spies  
Peter Arthur

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Paula Farrar  
Mayu Ishida  
Paul Joseph  
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Mimi Lam  
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Karen Taylor  
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Erfan Rezaie  
Sherry Breshears  
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Robert Stibravy  
Melissa Jacques  
Timothy Taylor  
Elyse Yeager  
Jennifer Cowe  
Adele Sadovnick  
James Bachmann  
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Abirami Muthukumar  
Jeff Small  
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Shirin Eshghi Furuzawa  
Jennifer Fairchild Simms  
Anusha Kassan  
Karina Mochetti  
HsingChi von Bergmann  
Leslie Roman  
Paul Gabias  
Sharareh Bayat  
Irena Trebic  
Steven Barnes  
Laura Meek  
Allison Cloth  
Jennifer Gagnon  
Tal Jarus  
Kyle Frackman  
Antoine Coulombe  
Rebecca Tyson  
Roza Vaez Ghaemi  
Sujatha Ramdorai  
Khan Islam  
Laura Bulk  
Maryam Moussavi  
Piotr Ahmad  
Ania Switzer  
Anita Chaudhuri  
Erin Silver  
Graham Hendra  
Alyse Kiesser  
Bruna Donatti Castro Falci  
Catherine Higgs  
Donna Langille  
Jennifer Katz

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Colin Osmond  
Jannik Eikenaar  
Marianne Vidler  
Aline Talhouk  
Kalee De France  
Sasha Protopova  
Corinna Netherton  
Reza Khanbabaie  
Judith Paltin  
Aun Ali  
Austen Osworth  
Erika Fundelius  
Anu Sandhu Bhamra  
Adolfo Tarango  
Joash Gambarage  
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Sunaina Assanand  
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Nancy Ross  
Mostafa Mohamed  
Andreea Cervatiuc  
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Melanie Nelson

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