



University of British Columbia
Faculty Association

2025 Annual Report





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President's Report

Dory Nason, UBCFA President

On June 30th my second and final term as President of the Faculty Association comes to an end. As I reflect on the past four years I can say, without hesitation, that I am truly grateful for the opportunity to serve my colleagues, the members of this Union. While it has been a challenging four years, I am humbled by the work of my peers who have insisted that concepts of justice, equity and academic freedom are not just for the few and powerful, but for all who dare to speak truth to power. In the days ahead, those voices must be protected more than ever, and I know that those volunteers who have participated in this union are up to the challenge. As such, I now highlight some of our work together in the past year.

Standing Committees

Our standing committees were very active again this year. I thank all our members who choose to do service with the FA. Your input and expertise on the issues we tackle is essential in defending rights we already have, promoting and supporting equity, inclusion, and meaningful reconciliation, protecting academic freedom and collegial governance, and working to improve working conditions for all faculty at UBC.

As you read the report, you will see the many initiatives our committees have undertaken this year in the form of member education and events. These include activities such as a conference on academic freedom hosted by the Librarians and Archivists committee, an onboarding

program for incoming contract faculty, Fair Employment Week activities, and multiple community building events on our Okanagan Campus. I offer my heartfelt thanks to our Chairs for their dedicated work on behalf of the constituencies they serve. I also wish to recognize and thank our table officers – Mark Mac Lean, Lea Caragata, and Chris Addison, for their support and guidance during my tenure as President.

Labour Relations

Although down from a record number of member inquiries and case files in 2023, our Member Services and Grievance Committee and labour relations officers have been very active over this past year with 443 new cases. At the time of writing, the Association has 18 formal grievances and we are currently involved in six arbitration hearings. My enormous gratitude to Timothy Taylor who has chaired MSGC over the past few years. With all his experience as Chair, I know he will make a great President for the Association. I look forward to handing over the role to someone so dedicated to our membership on July 1st.

I would also like to recognize and thank the Confederation of University Faculty Associations of British Columbia (CUFA BC) and especially Executive Director Annabree Fairweather, for her tireless work representing and advocating for the interests of our provincial research universities. Her background in labour relations and her government relations expertise have proven to be invaluable in leading CUFA BC, particularly during this round of contract negotiations. The Canadian Association of University Teachers (CAUT) also plays an important role in shaping and defending the post-secondary sector at the national level. David Robinson, the Executive Director of the CAUT, likewise deserves much praise for his strong commitment to academic freedom, collegial governance, and equity and inclusion within our institutions.

"I am humbled by the work of my peers who have insisted that concepts of justice, equity and academic freedom are not just for the few and powerful, but for all who dare to speak truth to power."

Bargaining

With the ratification vote on the tentative settlement underway, I must underscore the grit and brilliance of the bargaining preparation committee and negotiating team led by Dr. Elizabeth Hodgson. Liz brought boundless energy to preparations and negotiations, as did the rest of the team. We have achieved what we believe is a good collective agreement for members, one which was negotiated in a tumultuous provincial landscape. We could not have achieved this without the patience and strong work ethic of all our team members and the solidarity of all the tables who did not settle for less.

Finally, I'd like to thank our staff. We've gone through some growing pains in the last few years and I am grateful for the dedication of our staff who truly believe in the important work they do supporting members, the Association, and higher education. I especially wish to acknowledge our Executive Director Deena Rubuliak who has been not only an invaluable colleague on every aspect of this job, but also a dear friend whose moral commitments are truly inspirational.

In closing, I have hoped to bring to my terms as President a perspective shaped by who I am as an Anishinaabekwe, an intergenerational survivor of Indian boarding schools and the daughter of Mexican immigrants who worked the fields of the American

Midwest. I knew my work would be confined by the structures in place but I am proud of seeing through the development of our equity, anti-racism and Indigenous initiatives committees, promotion and tenure pathways for those engaged in Indigenous scholarly activity, and, in the future, all forms of deserving and diverse scholarly activity.



I know there is more to do as the academy faces yet again the pressures to humble itself by silencing and expelling the most marginalized voices, embracing unchecked “progress”, and defending the status quo. But I know my colleagues, and you will not be silenced.

In solidarity,
Dory

Librarians & Archivists Committee Report

Barbara Sobol, Chair, Librarians & Archivists Committee

This year, the 24-member Librarian and Archivists Committee met monthly for lively discussions on a wide range of topics and to organize and implement several events of relevance to the FA membership.

Among the many activities taken by LAC this year were two panels on Academic Freedom for Librarians and Archivists, organized in collaboration with our colleagues at the Simon Fraser University Faculty Association. I am pleased to report that these events were well-attended and generated positive feedback from members, who expressed gratitude for the time and space to explore this topic.

The first of these sessions, Back to Basics: Academic Freedom in our Collective Agreements, featured remarks from Deena Rubuliak, Executive Director, UBC Faculty Association and Kumari Beck, SFU Faculty of Education and member of CAUT's Academic Freedom & Tenure Committee. Deena provided an overview of key concepts in academic freedom, and both speakers reviewed the language in their respective CAs.

The second session was entitled Diving Deeper: Academic Freedom for Librarians & Archivists In Conversation with Jennifer Dekker & Sam Popowich. Jennifer Dekker is a Research Librarian at the University of Ottawa and Chair of the Librarians and Archivists Committee of CAUT and spoke to the daily practices and constraints of academic freedom. Sam Popowich is a Librarian at the University of Winnipeg and a researcher in the politics of libraries, social justice, and technology. Dr. Popowich provided a historical grounding of academic freedom, human rights, and the ongoing challenges of exercising rights in the workplace.

In addition to these speaking events, LAC contributed to the recruitment process for a new University Librarian, with a letter to the Provost's office outlining desired characteristics for this important leadership role.

The discussions at LAC meetings also contributed to bargaining preparation. In addition to issues that impact all members, and as outlined in the FA Bargaining Blog, our proposals for this round focussed on: improving the process and procedures for selection and recruitment committees, increasing internal opportunities for members, proposing a reintegration leave for Heads, and introducing joint appointment language. When bargaining concludes, we will resume education efforts to ensure that members understand any changes to language that impact them.

As my term as Chair of the Librarian and Archivists Committee comes to an end, I would like to extend thanks to both the FA Executive and the FA staff for their support for librarians and archivists. Our workplace issues are both similar to other faculty and unique to our profession and the way UBC is organized, and the ongoing support to try to improve our working conditions from the FA is meaningful and appreciated.

Respectfully submitted,

Barbara Sobol

Chair

Contract Faculty Committee Report

Stephanie Tolman, Chair, Contract Faculty Committee

This year, the work of the Contract Faculty Committee continued to focus on improving the onboarding process for sessionals and lecturers. The Committee met monthly over Zoom to discuss ways of addressing the lack of orientations for new faculty and to develop events to bring colleagues together to share insights.

One area of particular focus was the Faculty Association's Contract Faculty Handbook, which was last updated in 2023. CFC members discussed personal onboarding difficulties and generated a list of items they wished to see added to the handbook. In order to gather information from the community more broadly, the CFC also planned and hosted a forum entitled, "What I wish I knew when I started", during which a panel of three contract faculty members shared their onboarding experiences and discussed areas still in need of improvement, including benefits and pension, Workday, and navigating the institution. The panel was well-attended and the CFC received positive feedback from the panelists and attendees. Moving forward, the CFC plans on revising the Contract Faculty Handbook and separating it into two documents, one for sessionals and one for lecturers.

Turnout for Fair Employment Week (October 20-24, 2026) was strong this year with lunches on both campuses and two "Know Your Rights" workshops. A letter was sent on behalf of myself and FA President, Dory Nason, to President Bacon and Deputy Vice-Chancellor Cormack, underlining the struggles faced by contract faculty and the importance of proper onboarding, while calling for the development of a systematic orientation process for contract faculty.

The 11th Annual Contract Faculty Colloquium was held on April 28, 2026. With a history of strong participation and success, this colloquium continues to offer contract faculty a meaningful space to share research, teaching innovations, and professional support within the UBC community. The CFC would like to thank Sarika Bose and the CCTL for their help and knowledge in planning and executing this event. Dr. Bose's continued support of contract faculty, in particular, is very appreciated.

I would like to express my gratitude to members of the CFC for their time, energy, and valuable contributions to the committee. I would also like to sincerely thank all the staff at the FA, in particular Robin Roff, for her expertise and guidance, without which the CFC would not achieve its goals, and Ryan O'Neill, for his helpful insights and support during the CFC meetings. In closing, I would also like to thank our President, Dory Nason, and our Executive Director, Deena Rubuliak, for their encouragement and unwavering commitment to contract faculty.

Respectfully submitted,

Stephanie Tolman

Chair



Photo: D. Rubuliak

Member Services & Grievance Committee Report

Timothy Taylor, Chair, Member Services & Grievance Committee

The Member Services and Grievance Committee (MSGC) is responsible for assisting the FA's labour relations staff in the processing and resolution of 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 including basic inquiries on rights, University processes, and the Collective Agreement, concerns that require negotiations with members of Faculty Relations, and formal grievance and arbitration process.

The Association opened 443 case files between Jan 1 and Dec 31, 2025, continuing a trend down from a high point reached in 2023. This does not mean the overall load dropped as many case files carry over from previous years and are not recorded in these numbers. Of closed cases in 2025, 349 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. But here is a summary view:

- Leaves and appointments remain the most frequent categories of cases, followed closely this year by promotion & tenure and workload. Retirements were also a common subject of questions, owing a great deal to the University's retirement incentive program offered in Spring/Summer.
- One category that saw notable growth was medical accommodations, which reached 21 in 2025. This is more than double what we saw during the height of the pandemic. There are likely myriad

factors driving this increase, including, and most positively, a growing awareness and acceptance of accommodations and disability in the workplace. Returning to, or remaining in, the workplace during a period of health crisis can be difficult and it is a testament to the work of our disabled members and our labour relations staff that nearly all members who accessed our long-term disability plan (i.e. Income Replacement Plan) over the last four years, successfully returned to work in some capacity.

There were 27 investigation files opened in 2025, of which our members were respondents in 20 (Chart 3). We added a new category this year for those seeking representation as witnesses as this appears to be a more common request from our members. Complaints under the Respectful Environment Statement remain the largest category of investigations, followed closely by those filed under Policy SC7, Discrimination. These two categories are somewhat linked as complaints are often filed under both simultaneously.

Historically, the majority of cases have been resolved without needing to file a formal, written grievance. And while this remained the case in 2025, we must note that UBC's managerial posture has made early resolutions increasingly difficult to reach. We've seen a spike in Step 2 grievances and arbitrations as a result; a concerning development that has strained both FA resources and the fair-minded relationship we've tried to cultivate with UBC management over many years. As of the time of writing, the FA has 18 outstanding formal grievances (filed between 2022 and 2025), of which 6 are currently before arbitrators. We also successfully closed 3 that were filed in the last 12 months.

The subjects of these grievances run the gamut from failure to pay sessional wages on time, to excessive discipline, to the University's failure to keep accurate records of administrative decisions, to discrimination and bullying.

Chart 1: Cases By Type 2025

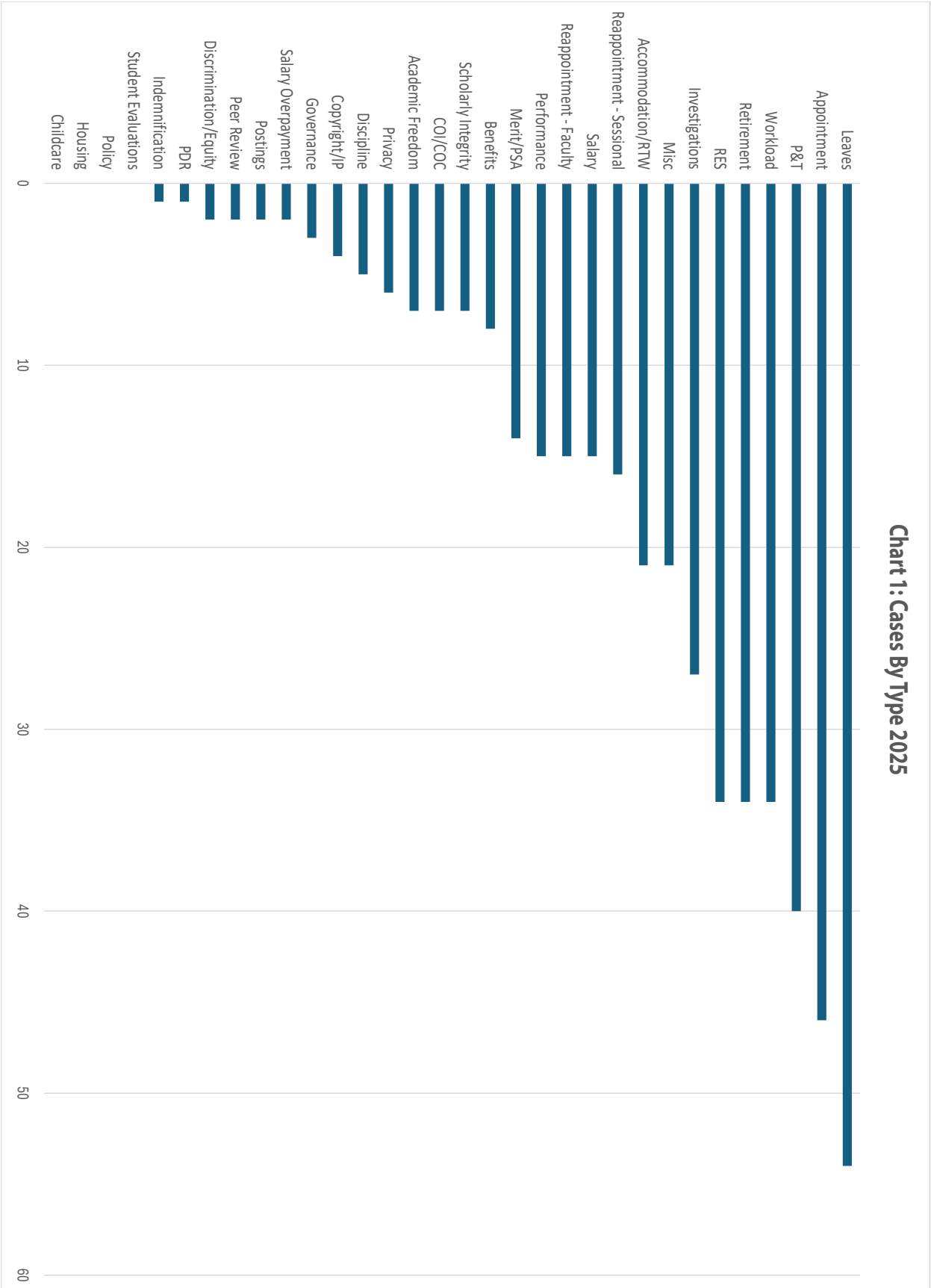
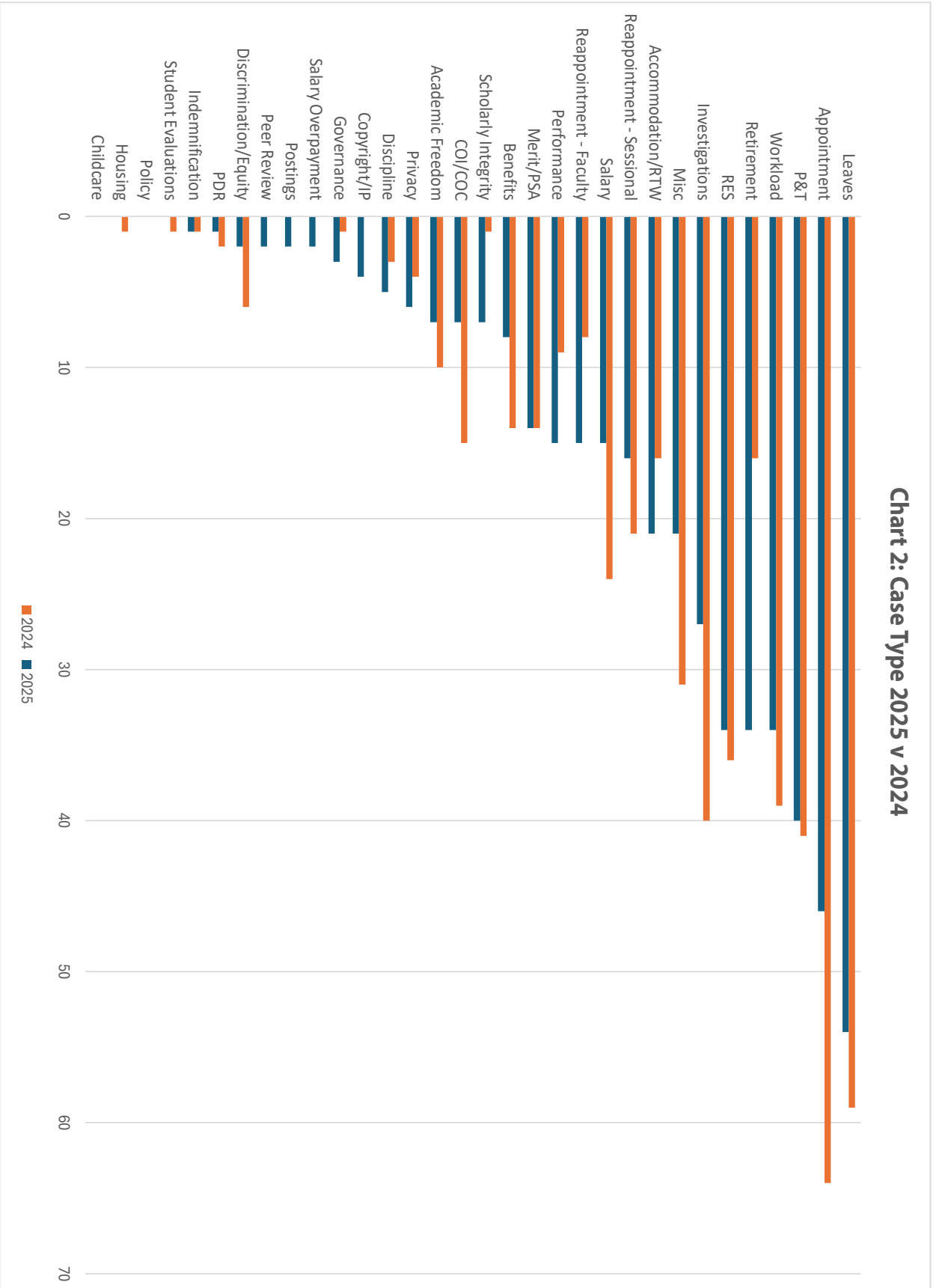
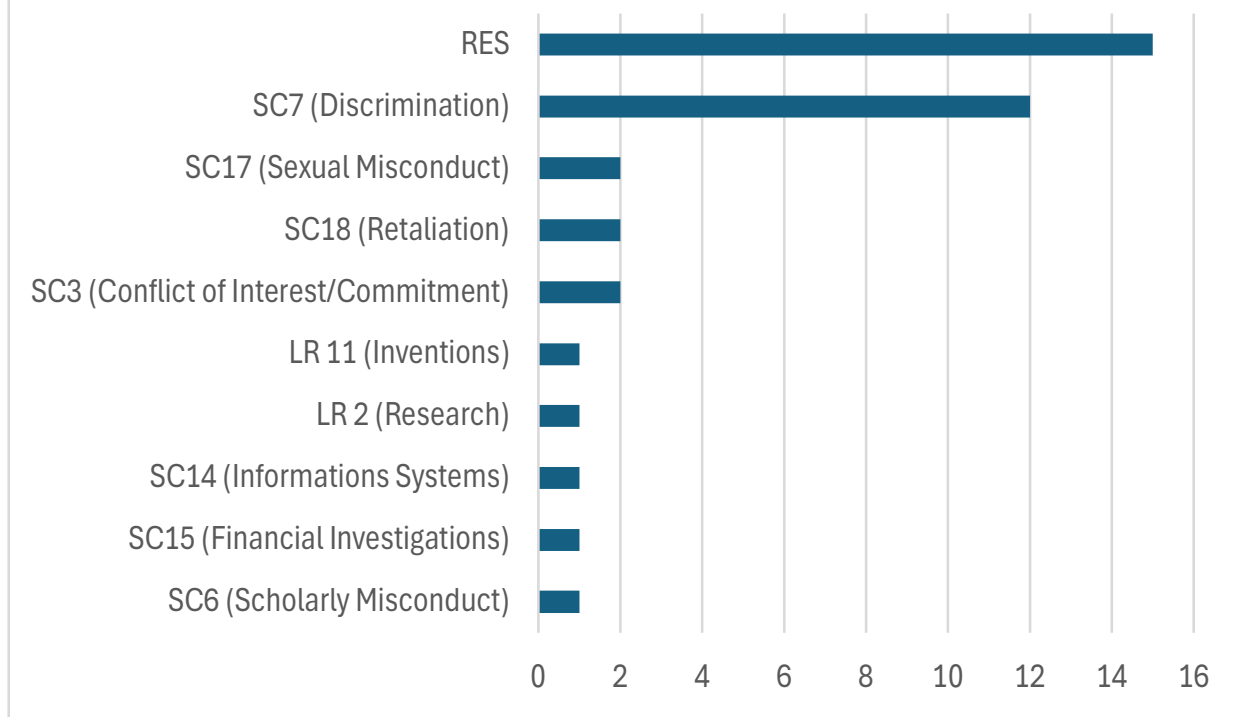


Chart 2: Case Type 2025 v 2024



Investigations by Type, 2025



I would like to take a moment to highlight an area of particular concern for the FA this year: the appointment process for sessional lecturers. This process is governed by Part 7 of the Collective Agreement, which sets out the steps by which coursework is given out to Continuing and Non-Continuing Sessionals, and is predicated on an annual workload and a primary moment of workload assignment, normally in the Spring or early Summer. Recently, the FA became aware that departments are posting and assigning contract faculty work throughout the year without regard for the provisions of the CA. The impact of this violation of the CA is significant and includes: failures to assign work in appropriate priority, loss of work for sessionals, and increased uncertainty and stress for our already precariously employed colleagues. Our LROs are working diligently to curtail the University's change in practice and return the process to that set out in the Collective Agreement.

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 was 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

Anti-Racism & Indigenous Initiatives Committee Report

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

The Anti-Racism and Indigenous Initiatives Committee (ARIIC), which meets twice per term, has been widely represented by faculty from both campuses and a wide array of disciplines. In the past year discussions have taken place about the hostile environment toward IBPOC faculty in Canada and abroad, possibly changing FA website language to be more inclusive and antiracist and to include a land acknowledgement, and also the antiracist and decolonial teaching resources available at the Centre for Teaching and Learning Technology (CTLT).

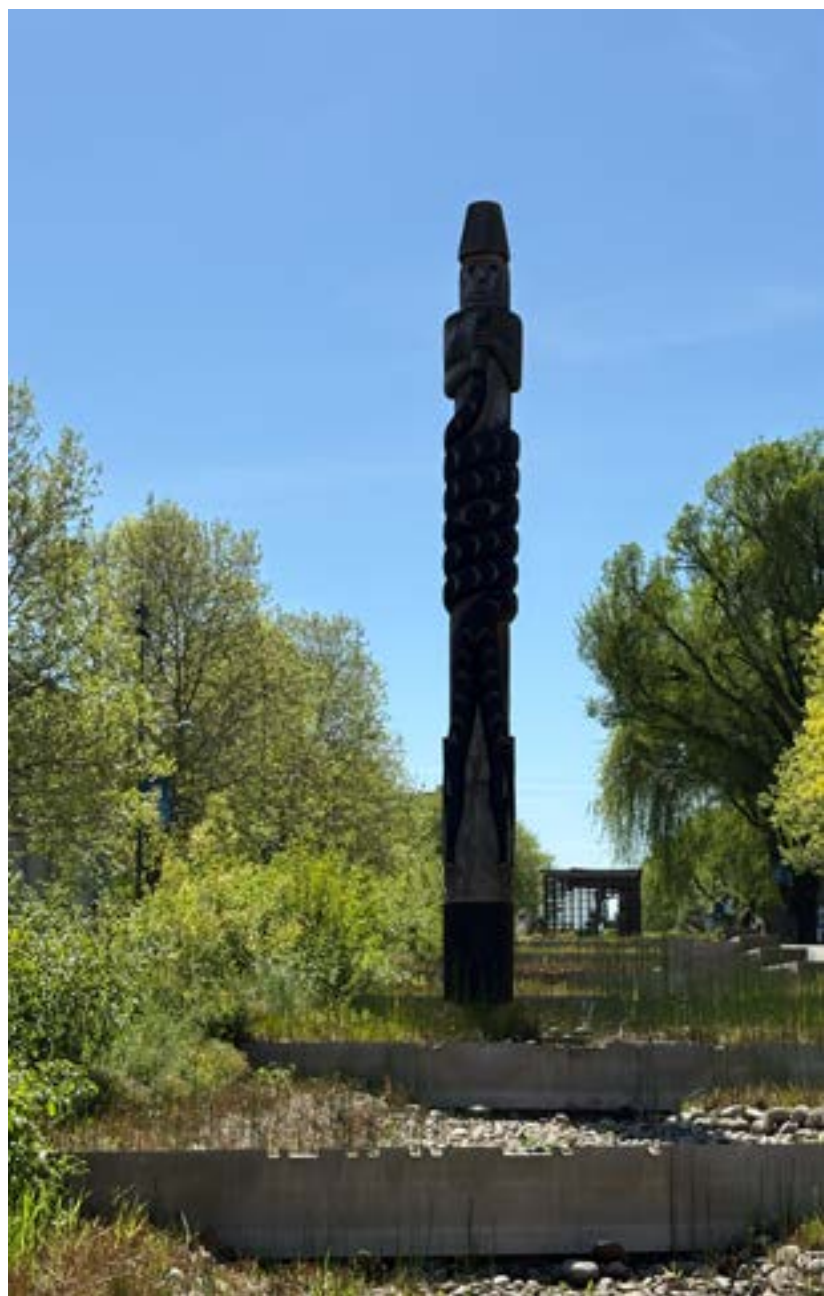
I wish to thank Robin Roff for her guidance and support.

Submitted respectfully,

Kevin Chong

Chair

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Equity Committee Report

Shirley Chau, Chair, Equity Committee

The Equity Committee's activities in 2025-2026 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.

Structure & Formation

The committee uses a federated model, with one working subgroup dedicated to each of the major equity-deserving groups at UBC: LGBTQ2SIA+, BIPOC, Disabled Faculty, and Women. The full Equity Committee met monthly and opportunity was provided for the working groups to meet if they wished to discuss group-specific initiative or concerned. The goal of the broader meeting was to introduce members to each other and to identify issues of intersectional or overlapping concerns. This year, a working group, with representation from each of the equity-deserving groups, was created to organize a half-day event on emotional labour and psychological safety in the academic workplace

Working Group Activities

This year the bulk of EQC Working Groups chose not to meet and issues were addressed largely through the broader Equity Committee. The exception was the Disability Working Group, which met monthly and continued its vibrant discussions.

Disability Working Group

The previous year's request for a Disability Task Force at UBC was denied by UBC due to the existence of the Accessibility Committee. Nevertheless, members of the DWG continue to monitor accessibility on both campuses and report concerns and necessary improvements when they arise. I am pleased to report that members on the UBCO campus have had success in having concerns addressed. The Committee also discussed the impacts of the current budgetary "crisis" on access to accommodations (even those previously agreed to), accessibility and workloads.

Emotional Labour and Psychological Safety Event

In response to concerns raised by UBC faculty members about the increased polarization of the University campus, calls to adopt institutional neutrality and opposition to EDI initiatives, a working group consisting of members from the Equity Committee was formed to plan a half-day event to address emotional labour and psychological safety at UBC. The Working Group is currently vetting possible speakers and it is hoped that the event will take place in the fall of 2026.

Thank You

The Equity Committee and its equity-deserving groups are important spaces for gathering members across the two campuses of UBC to collaborate and co-create positive workspaces at UBC. Thank you to each member of the Equity Committee for bringing your ideas, suggestions, enthusiasm, and expertise to the table to share and support each other and the broader membership. Thanks are also due to the Labour Relations Officers who took notes at our 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

Okanagan Faculty Committee Report

Peter Arthur, Chair, Okanagan Faculty Committee

The OFC met regularly this year to discuss the impact of the campus budget cuts, campus restructuring plans 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.

Budget Concerns

While the Deputy Vice-Chancellor's town hall on February 5 offered some encouraging news, including increases in both international and domestic applications, many Faculties continue to face serious budget pressures. These constraints are having direct impacts across the campus, including reduced Sessional Instructor budgets, increased teaching loads, larger class sizes, and ongoing concerns about the loss of staff and instructional support critical to the proper functioning of departments and programs. Faculty remain concerned not only about the livelihoods of colleagues in precarious positions, but also about the broader health of the academic mission at UBCO. Our monthly meetings continued to provide an important forum for members to share concerns, describe what is happening on the ground, and help the Faculty Association identify issues requiring advocacy, negotiation and support.

Campus Restructuring

Campus restructuring was another significant issue for the UBC Okanagan community this year. Early in the fall, members of the campus community were invited to share their ideas through a survey. Since then, a Restructuring Steering Committee, consisting of one representative from each Faculty, has been meeting to explore possible ways to reorganise the campus.

Because the work of the Restructuring Committee has been conducted in-camera, there has been limited information available to faculty about the direction, scope, or potential implications of the restructuring process. This lack of clarity has contributed to

uncertainty and stress across the campus, particularly as some key decisions appear to be linked to the outcome of the process.

The current goal is to have a proposed new structure identified by late summer. Any approved restructuring would then require approximately a year to move through the necessary governance and approval processes, including Senate and Board review. The OFC will continue to monitor this process closely and provide a forum for members to share concerns, ask questions, and identify issues requiring advocacy and support.



Photo: R. Roff

Community Building

The OFC is proud to have a diverse membership, including representatives from the tenure stream, Lecturers, and Librarians. This past year, we continued to provide opportunities for colleagues to come together in person and build community across the Okanagan campus. We hosted six in-person campus events and were pleased to see steady growth in the number of faculty attending, connecting, and engaging with the work of the OFC.

It has been a pleasure serving as Chair of the OFC. I continue to be inspired by the genuine interest, collegiality, and enthusiasm that members bring to the work of the Committee and to our discussions of workplace and broader UBC matters. I look forward to continuing this work in the new academic year and to building on the momentum created through our community-building initiatives.

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, OFC



Treasurer's Report

Lea Caragata, Treasurer

The 2026 budget as approved by the Executive Committee and the audited financial statements for 2025 are included in this Report. Both the planned and actual figures for 2025 are shown, as is the planned budget for 2026 (NB: dollars in thousands).

Membership dues were underestimated in the 2025 budget by \$256K (line 1). The income from dues is a challenge 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 \$554K in 2025, and there was a total surplus of \$940K (line 40). This was largely due to budgeting for a conservative contingency of \$800K in the Legal/Grievance and \$200K in Collective Bargaining/Interest Arbitration lines. This is a 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 \$350K due mainly to grievance and arbitrations being settled between the parties prior to proceeding to a mediation or arbitration hearing.

In total, the 2026 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 \$74K in 2025 (line 28). There was increase in travel for conferences and workshops compared to the previous year. Planned space upgrades to the office spaces were partially completed in 2025 and not yet billed

by the University. The planned upgrade of hybrid-conference technology at both campuses was completed in early 2026. Operational Expenses for budget 2026 were increased to accommodate for this project. The Association will continue to make improvements to our physical space, including enhanced office safety.

The Human Resources budget was spent within 63K in 2025. The budgeted amount for 2026 is \$2.07 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 2026 budget calls for a net surplus of \$109K (line 40). This budget was adopted by the Executive Committee in January 2026. In keeping with previous years, the 2025 surplus amount will be invested in the Legal Reserve fund (line 42).

The Auditor's report for 2025 was completed in May 2026 by Achieve CPA, LLP. The Statement of Financial Position at December 31, 2025 indicates total funds at \$15,022,059. This is an increase to members' equity from December 31, 2024 of \$1,351,413. The Audit report was submitted without qualification and the Faculty Association remains in a financially healthy position.

The Association will continue to review our dues and income streams to ensure that are dues are set at an appropriate amount to meet the needs of the Association while keeping an eye on member contributions.

Respectfully submitted,

Lea Caragata

Treasurer

UBC Faculty Association - 2025 Actuals and 2026 Budget -adpoted Jan 22, 2026

REVENUE	Budget 2025	Actuals 2025	BUDGET 2026
1 Membership dues	4,612,023.56	4,355,883.00	4,488,526.00
2 Interest Income	0.00	0.00	0.00
3 Miscellaneous Revenue	0.00	10,000.00	0.00
4 Total Revenue	4,612,023.56	4,365,883.00	4,488,526.00
5			
6 EXPENSES			
7 Membership Expenses:			
8 CAUT Dues	753,885.51	737,104.00	700,000.00
9 CUFA-BC Dues	333,656.39	312,968.64	315,000.00
10 Subtotal Membership Expenses	1,087,541.90	1,050,072.64	1,015,000.00
11			
12 Service to Members Expenses:			
13 Legal Fees & Grievance related expenses	800,000.00	449,895.45	800,000.00
14 Collective Bargaining & Interest Arbitration	200,000.00	11,938.58	200,000.00
15 Member Seminars/AGMs/Constut/Eduction/Commu	5,000.00	780.00	5,000.00
16 Special Events	40,000.00	19,358.66	35,000.00
17 Standing Committee & Meeting Expenses	30,000.00	9,439.96	30,000.00
18 Subtotal Service to Members Expenses	1,075,000.00	491,412.65	1,070,000.00
19			
20 Operational Expenses:			
21 Travel and Conference Fees/Exec PD	75,000.00	63,678.44	75,000.00
22 Office Expenses inc IT Tech services	75,000.00	29,092.37	75,000.00
23 Insurance	7,000.00	3,148.00	5,000.00
24 Donations	5,000.00	5,000.00	5,000.00
25 Auditor & Professional Fees	17,500.00	17,377.50	17,500.00
26 Asset Purchases - Equipment	10,000.00	2,689.83	10,000.00
27 Leasehold Improvements	30,000.00	24,287.16	30,000.00
28 Subtotal Operational Expenses	219,500.00	145,273.30	217,500.00
29			
30 Human Resources:			
31 Release Time	350,000.00	282,640.00	350,000.00
32 Staff Salaries	1,103,899.35	1,191,580.14	1,423,869.61
33 Staff Benefits	199,223.63	251,814.18	280,637.23
34 Contract Office Support/Recruiting	2,500.00	2,336.28	2,500.00
35 Staff Training	20,000.00	10,606.25	20,000.00
36 Subtotal Human Resources	1,675,622.99	1,738,976.85	2,077,006.84
37			
38 Total Expenses	4,057,664.89	3,425,735.44	4,379,506.84
39			
40 Surplus (Loss)	554,358.67	940,147.56	109,019.16
41 Transfer of Funds (from 2025 surplus):			
42 Legal Reserve Fund		940,147.56	
43 Operational Reserve Fund			

FINANCIAL STATEMENTS

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INDEPENDENT AUDITOR'S REPORT

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, 2025, and the statements of revenue and expenses and changes in fund balances 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, 2025, 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.

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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.

(continues)

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

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.

Burnaby, BC
May 14, 2026

Achieve CPAs LLP
Chartered Professional Accountants



2025 -2026 Executive Committee

Officers

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President

MARK MAC LEAN, Mathematics - UBCV
Vice President

CHRIS ADDISON, Chemistry - UBCV
Secretary

LEA CARAGATA, Social Work - UBCV
Treasurer

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Okanagan Faculty

SHIRLEY CHAU, Social Work - UBCO
Equity

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

BARBARA SOBOL, Library - UBCO
Librarians & Archivists

TIMOTHY TAYLOR, Creative Writing - UBCV
Membership Services & Grievance

STEPHANIE TOLMAN, Language & World Literatures - UBCO
Contract Faculty

Members-at-Large

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Materials Engineering – UBCV

SARIKA BOSE
English - UBCV

KAREN PINDER
Cellular & Physiological Sciences - UBCV

STEPHEN O'LEARY
Electrical Engineering - UBCO

SUSAN PATERSON
Koerner Library - UBCV

ADAM HOFRI-WINOGRADOW
Law - UBCV

2025 - 2026 Committee Members

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Douglas Bringham
Ursula Ellis
Jennifer Fairchild Simms
Paula Farrar
Erin Fields
Paul Joseph
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Mimi Lam
Donna Langille
Krisztina Laszlo
Aleha McCauley
Anne Olsen
Susan Paterson
Larissa Ringham
Stephanie Savage
Barbara Sobol
Bronwen Sprout
Rob Stibravy
Christina Sylka
Adolfo Tarango
Barbara Towell
Irena Trebic

Member Services and Grievance Committee

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Donna Baines
Carellin Brooks
Jennifer Cowe
Jennifer Fairchild Simms
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Eva Marie Kovacs-Kowalke
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Abirami Muthukumar
Olusegun Oyedele
Ilya Parkins
Karen Rolston
Robert Russo
Amrit Singh
Jeff Small
Robert Stibravy
Timothy Taylor
Elyse Yeager

2025-2026 UBCFA Staff

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Executive Director

ROBIN ROFF
Associate Executive Director

SARAH HORNSTEIN
Senior Labour Relations Officer

Okanagan Faculty Committee

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Peter Arthur
Mike Chiasson
Brad Epperly
Maxime Heroux-Legault
Donna Langille
Marianne Legault
Stephen O'Leary
Ray Taheri
Xiaoping Shi
Alwyn Spies
Helen Yanacopulos

Equity Committee

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Dina Al-Kassim
Sunaina Assanand
Steven Barnes
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Laura Bulk
Shirley Chau
Anita Chaudhuri
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Bruna Donatti Castro Falci
Shirin Eshghi Furuzawa
Kyle Frackman
Paul Gabias
Jennifer Gagnon
George Gittu
Graham Hendra
Catherine Higgs
Khan Islam
Tal Jarus
Anusha Kassin
Jennifer Katz
Alyse Kiesser
Mi-Young Kim
Donna Langille
Laura Meek
Petra Miukulan
Karina Mochetti
Maryam Moussavi
Sujatha Ramdorai
Erin Silver

RYAN O'NEILL
Labour Relations Officer

ANDREA MATTHEWS
Labour Relations Officer

AZRAF AHMAD
Labour Relations Officer

JORDAN DERRICKSON
Labour Relations Officer

Ania Switzer
Irena Trebic
Rebecca Tyson
Roza Vaez Ghaemi
Hsingchi von Bergmann
Alexia Yavicoli

Anti-Racism and Indigenous Initiatives Committee

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Aun Ali
David Anekwe
Sunaina Assanand
Laura Baumvol
Fay Bigloo
Andreea Cervatiuc
Kevin Chong
Kalee De France
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Lakhsbir Randhawa
Nancy Ross
Anu Sandhu Bhamra
Aline Talhouk
Margo Tamez
Adolfo Tarango
Marianne Vidler

JAN GUNN
Executive Assistant

CHRISTINE STODDARD
Communications Coordinator

EMMA BURRY (*on leave*)
Communications Coordinator



Vancouver Campus:

112 - 1924 West Mall, Vancouver, BC V6T 1Z2
t: 604 822 3883 e: faculty.association@ubc.ca

Okanagan Campus:

Arts 353B - 3333 University Way, Kelowna, BC V1V 1V1
t: 250 807 9240 e: faculty.association@ubc.ca

Visit us on the web: www.facultyassociation.ubc.ca

The UBC Faculty Association lives and works on the traditional, ancestral, and unceded lands of the x̱məθkʷəy̱əm (Musqueam), Səlilwətaʔ/Selilwitulh (Tsleil-Watuth), Stó:lō, and Skwxwú7mesh (Squamish) Nations of the Coast Salish peoples, and the unceded territory of the Syilx (Okanagan) Peoples.