

20 October 2025

Professor Benoit-Antoine Bacon
President
The University of British Columbia
Walter C. Koerner Library
7th Floor, 1958 Main Mall

Professor Lesley Cormack
Deputy Vice-Chancellor & Principal
Okanagan Campus
102H Campus Administration Building
1138 Alumni Ave, Kelowna BC, V1V 1V7

Dear Professors Bacon & Cormack,

Re: Fair Employment Week 2025

Contract Faculty, which includes both Sessional Lecturers and Lecturers at UBC, make up an increasing proportion of the University's teaching compliment. These faculty members play an important role within the academy and on our two campuses: not only do they teach courses, but they also mentor students, run programs, and serve on departmental and university-wide committees. Despite their contributions to the well-being of the UBC community, they still earn far less than their tenured and tenure track colleagues and live with a great deal of precarity, often not knowing whether they will be employed from one month to the next.

While we recognize that the Parties have made improvements to job security and compensation for our Contract Faculty over the last two rounds of bargaining, the general treatment of these members remains inequitable and unsustainable. These members have contributed for decades to the University's overall success in both national and international rankings, and yet their accomplishments are largely unacknowledged. We know that you are aware of this problem, and we hope that you view it as a high priority to make UBC a better place for all faculty.

October 20-24, 2025 is Fair Employment Week (FEW), an occasion for universities and colleges across Canada to act on behalf of the growing numbers of scholars on our campuses who are on short-term, insecure contracts. This year, through the UBCFA's Contract Faculty Committee, we will focus on addressing a significant gap in the University's treatment of Sessional Lecturers and Lecturers: the absence of an efficient and systematic onboarding process. When contract faculty arrive on campus, most are provided little to no training on how the University functions. They are hired and expected to develop courses without a background on the systems and resources at their disposal – often before they even have access to the campus and its IT products. In the absence of an official orientation the first experiences of these members is often one of dislocation and siloing. Without onboarding they are detached from the units which they serve, which magnifies the already existing feeling of a two-tiered academic workplace.

On a practical level, onboarding is an easy, cost-effective way of increasing employee morale, building a sense of loyalty and reducing employee stress and frustration. It also pays dividends when it comes to

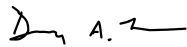
productivity. A better process would also allow contract faculty, and all faculty, to focus all of their energies on making UBC a world-class teaching institution.

To address part of this shortfall, and show appreciation to our Contract Faculty, the UBCFA is hosting a series of events for our members on both the UBC-V and UBC-O campuses over the course of Fair Employment Week, including member information sessions and orientations to their rights. We cannot, however, address the systems – both technological and human – that order the day-to-day processes in departments, Faculties and the broader University. We ask, therefore that, in recognition of the importance of Contract Faculty to the University, you consider implementing a University-wide onboarding program for new Sessional Lecturers and Lecturers.

As we enter into Fair Employment Week 2025 we hope you join us in honouring the contributions of faculty on short-term contracts, and in furthering our joint desire to make UBC a stable, inclusive, equitable, respectful, and world-class place to work and learn.

We look forward to working with you to make it fair for our Contract Faculty.

Yours sincerely,



Dory Nason
President



Stephanie Tolman
Chair, Contract Faculty Committee