

February 14, 2024

## 2025/26 DOUGLAS COLLEGE BUDGET

Dear Dr. Kathy Denton,

Thank you for the opportunity to respond to the College's Budget. The Douglas College Faculty Association (DCFA) values open and transparent communication – we appreciate the opportunity to ask questions and seek clarity as a response to the budget.

That said, the information presented raises significant concerns about faculty job security, financial planning, and other long-term sustainability of the College's funding model. Faculty are not just stakeholders in this process – we are deeply affected by these decisions, and we are requesting direct answers to the challenges ahead.

### **Key Areas of Concern:**

The forum provided only a general response to the acknowledgement that layoffs were coming, and this has left many faculty distressed. We would request the following details:

- How many positions will be affected?
- Which departments or programs are at risk?

Without this information, the mere mention of layoffs grows uncertainty and causes trust to erode. Faculty deserve to know when big life career decisions are being made on their behalf. That is why the DCFA urges administration to provide a greater plan of transparency regarding these workload reductions.

While the increase in domestic student enrolment is encouraging, the significant decline in international students presents a severe financial challenge that cannot be ignored. For years, the college has relied heavily on international tuition as a key revenue source. With federal policy changes affecting international student intake, we now see the risks of over-reliance on this funding model.

The DCFA urges the College to articulate a clear strategy for moving forward:

- Continue to lobby the government to increase funding per FTE for domestic students.
- Strengthen domestic recruitment efforts to ensure long-term enrollment stability.
- Ensure budget decisions do not place additional burdens on faculty through job cuts or increased workloads.

It is not enough to simply weather the immediate challenge – a proactive long-term strategy is needed to protect both faculty and students.

A budget surplus is also a sign of financial stability, but it also raises questions about how these funds will be reinvested to support faculty and student success. The DCFA strongly recommends that the College prioritize investments that directly enhance teaching and learning.

One critical area of investment should be the **creation of a Faculty Teaching Centre**, a dedicated resource to support pedagogical development, instructional innovation, and professional growth. As faculty navigate evolving enrollment patterns, shifting workloads, and new educational technologies, **institutional support is more important than ever.**

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**Moving Forward: A Call for Open Dialogue and Collaboration**

Douglas College is at a pivotal moment. Faculty need transparency. Students need stability. The College needs a sustainable plan. Along with this, would be an Increase in the FFE (Furniture, Fixtures, and Equipment) and tech expenditures (this was reduced by \$1.5 million). Lastly, the DCFA restates our belief in the need for a Conflict Resolution Advisor, as there continue to be a large number of investigations on the basis of *Respectful Workplace* and *Bullying & Harassment Prevention and Response* policies.

We will always advocate for faculty interests and ensure that the budget decisions are made with long-term institutional health in mind. We call on the College to engage in open, honest, and proactive discussions about the challenges ahead and to work collaboratively with faculty to build a stronger, more resilient institution.

We look forward to continued dialogue and urge the administration to provide clear answers and decisive action to address these pressing concerns.

Sincerely,

*Matthew Larson*

Matthew Larson,  
President of DCFA

CC:

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