

SENATE
Notice of
Meeting and Agenda

The next open meeting of the Senate of the University of Victoria is scheduled for Friday, October 3, 2025 at 3:30 p.m. This meeting will be held in the Senate and Board Chambers, Jamie Cassels Centre and via Zoom.

AGENDA as reviewed by the Senate Committee on Agenda and Governance.

1. APPROVAL OF THE AGENDA ACTION

2. REMARKS FROM THE CHAIR

- a. President's Report INFORMATION

3. MINUTES ACTION

- a. May 2, 2025 (SEN-OCT 3/25-1)

Motion: That the minutes of the open session of the meeting of the Senate held on May 2, 2025 be approved and that the approved minutes be circulated in the usual way.

- b. Special meeting June 6, 2025 (SEN-OCT 3/25-2)

Motion: That the minutes of the open session of the meeting of the special meeting of Senate held on June 6, 2025 be approved and that the approved minutes be circulated in the usual way.

4. BUSINESS ARISING FROM THE MINUTES

5. CORRESPONDENCE

- a. 2024/25 Financial Report March 31, 2025 (SEN-OCT 3/25-3) INFORMATION

(Note: the Schedule of Employees' Remuneration and Expenses is available for viewing by [clicking here.](#))

Advance notice of questions appreciated. The Vice-President Finance and Operations will be pleased to answer any questions received *prior to* noon on the day of the Senate meeting. Please email questions to Kathy MacDonald in the Office of the University Secretary at usec2@uvic.ca.

6. PROPOSALS AND REPORTS FROM SENATE COMMITTEES

a. Senate Committee on Academic Standards – Danu Stinson, Chair

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|------|---|--------------------|
| i. | 2024/2025 Annual Report (SEN-OCT 3/25-4) | INFORMATION |
| ii. | Proposal to change Faculty of Science language regarding time limits for completion of Honours programs (SEN-OCT 3/25-5) | ACTION |
| | <u>Motion:</u> That Senate approve the revision to the time limit for degree completion in the Faculty of Science in the Undergraduate Academic Calendar, effective May 2026. | |
| iii. | Proposed updates to English Language Proficiency Requirement - Undergraduate Calendar (SEN-OCT 3/25-6) | ACTION |
| | <u>Motion:</u> That Senate approve the proposed update to the current Undergraduate Calendar entry “English Language Proficiency Requirement” effective May 2026. | |
| iv. | Consultation – Review of the Academic Concession Regulation in the Undergraduate Calendar (SEN-OCT 3/25-7) | ACTION |

b. Senate Committee on Agenda and Governance - Qwul’sih’yah’maht, Robina Thomas, Chair

- | | | |
|----|---|---------------|
| i. | Appointments to the 2025/2026 Senate Standing Committees (SEN-OCT 3/25-8) | ACTION |
| | <u>Motion:</u> That Senate approve the appointments to the 2025/2026 Senate standing committees for the terms indicated in the attached document. | |

c. Senate Committee on Awards – Maureen Ryan, Chair

- | | | |
|----|--|---------------|
| i. | New and Revised Awards (SEN-OCT 3/25-9) | ACTION |
| | <u>Motion:</u> That Senate approve, and recommend to the Board of Governors that it also approve, the new and revised awards set out in the attached document: | |
| | <ul style="list-style-type: none">• Mia Gucci Gunter Spirit Vikes Women’s Soccer Annual Award (New) | |

- Jean (Nicholson) and David Johnstone Chabassol Award in Education* (Revised)
- Wuhan Britain-China International School, China, Entrance Scholarship (New)
- Majestic International College Guangzhou, China, Entrance Scholarship (New)
- Doug Koch Memorial Award (Revised)
- Level Up Award presented by Codename Entertainment* (Revised)
- Royal Jubilee Hospital School of Nursing Alumnae Assoc Student Award* (Revised)
- Patty Clarke Award for Students with a Physical Disability* (New)
- Law Class of 1994 Prize in Indigenous Field Study (Revised)
- Vikes Women's Field Hockey Spirit Award* (New)
- Agamemnon Kasapi and Family Scholarship* (Revised)
- Georgi Ignatov MBA in Sustainable Innovation Scholarship (Revised)
- CIC Victoria Scholarship (Revised)
- Marilyn McCrimmon Scholarship* (Revised)
- Robert & Norah Wallace Commemorative Scholarship* (Revised)
- Gerald H. Sedger Undergraduate Scholarship* (New)
- Ross & Stephanie Bailey Graduate Award* (New)
- Alan Steven John Award in Visual Arts (Revised)
- Charles S. Humphrey Graduate Student Scholarship* (Revised)
- Coastal Climate Solutions Leaders Graduate Scholarship in BC Biodiversity Conservation (New)
- David F. Strong Research Scholarship* (Revised)
- Dr. Larry McCann Award for Interdisciplinary Leadership in Geography (New)
- Faculty of Humanities Travel and Learning Award (Revised)
- Gerald H. Sedger Graduate Scholarship* (New)
- Graduate Economics Scholarship for Women (New)
- Harambee Refugee Award (Revised)
- Ian Manners Materials Scholarship* (New)
- Mark Krasnick Leadership Award* (Revised)
- Salish Weave Indigenous Education Award (New)
- Salish Weave Visual Arts Award (New)
- Sydney Bednarik Mental Health Foundation Scholarship (New)
- Women Continuing in Engineering and Computer Science Award (New)
- Black Student Leadership Entrance Award (New)

- CFUW Victoria Graduate Scholarship in Health* (New)
- Satir-Banmen-Lum Counselling Psychology Scholarship (Revised)

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d. Senate Committee on Continuing Studies – Jo-Anne Clarke, Chair

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| i. 2024-2025 Annual Report (SEN-OCT 3/25-10) | INFORMATION |
|--|--------------------|

e. Senate Committee on Curriculum – Dennine Dudley, Chair

- | | |
|--|--------------------|
| i. 2024/2025 Annual Report (SEN-OCT 3/25-11) | INFORMATION |
| ii. 2025/2026 Cycle 3 Curriculum Submissions (SEN-OCT 3/25-12) | ACTION |

Motion: That Senate approve the curriculum changes recommended by the Faculties and the Senate Committee on Curriculum for inclusion in the January 2026 academic calendars.

Motion: That Senate authorize the Chair of the Senate Committee on Curriculum to make small changes and additions that would otherwise unnecessarily delay the submission of items for the academic calendars.

Note: The summaries of the curriculum changes from the faculties have been included in the docket. To view the complete curriculum submissions, please email Kathy MacDonald, Senate Coordinator, at usec2@uvic.ca.

f. Senate Committee on Planning – Elizabeth Adjin-Tettey, Chair

- | | |
|--|---------------|
| i. Proposal to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis (SEN-OCT 3/25-13) | ACTION |
|--|---------------|

Motion: That Senate approve, and recommend to the Board of Governors that it also approve, the proposal to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis, as described in the document “Professional Specialization Certificate in Population Health Data Analysis (non-credit)”.

7. PROPOSALS AND REPORTS FROM FACULTIES

8. PROPOSALS AND REPORTS FROM THE VICE-PRESIDENT ACADEMIC AND PROVOST

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|----|---|-------------|
| a. | Office of the Vice-President Academic and Provost Update | INFORMATION |
| b. | 2024/25 Report on the Status of External Reviews of Academic Units (SEN-OCT 3/25-14) | INFORMATION |
| c. | Academic Accommodation Policy (AC1205) Annual Report (SEN-OCT 3/25-15) | INFORMATION |
| d. | Consultation – Proposal to form an ad-hoc Senate committee to explore accessible education and accommodations (SEN-OCT 3/25-16) | ACTION |

9. OTHER BUSINESS

- | | | |
|----|--|-------------|
| a. | Report from the Presidential Reappointment Committee (SEN-OCT 3/25-17) | INFORMATION |
| b. | Regalia Design – Professional Doctorate (SEN-OCT 3/25-18) | ACTION |
| | <u>Motion:</u> That Senate approve the regalia hood for the Professional Doctorate as an inside blue backing with a narrow band of gold velvet and a front outside assigned regalia colour to align with the line faculty's undergraduate and master degree. | |
| c. | Academic Important Dates (SEN-OCT 3/25-19) | ACTION |
| | <u>Motion:</u> That Senate approve the Academic Important Dates for the period January 2027 through April 2027 for submission to the January 2026 undergraduate and graduate academic calendar publications. | |
| d. | Election of Vice-Chair of Senate | ACTION |

10. ADJOURNMENT



Meeting of Senate
May 2, 2025

MINUTES

A meeting of the Senate of the University of Victoria was held on May 2, 2025 at 3:32 p.m. in the Senate and Board Chambers, Jamie Cassels Centre and via Zoom.

Kevin Hall called the meeting to order and offered an acknowledgement to the territory.

1. APPROVAL OF THE AGENDA

The agenda was approved as circulated.

2. MINUTES

a. April 4, 2025

Motion: (A. Lepp/L. Kalynchuk)

That the minutes of the open session of the meeting of the Senate held on April 4, 2025 be approved and that the approved minutes be circulated in the usual way.

CARRIED

3. BUSINESS ARISING FROM THE MINUTES

There was none.

4. REMARKS FROM THE CHAIR

a. President's Report

As the new Faculty of Health was now operational, K. Hall welcomed to the new Dean of the Faculty of Health, Tammy Hopper, as well as Senators Jane Gair, Leigh Anne Swayne, and Charlie Krueger.

K. Hall briefly spoke on the American university sector's increasingly complex challenges and their need to work to regain the confidence of the public.

K. Hall reminded Senators that May 9th was Red Dress Day. He noted that more information could be found on the [website](#) of the Vice-President Indigenous.

K. Hall provided Senate members with an update on the BC Coroner's Inquest into the overdose death of Sidney McIntyre-Starko. He expressed his hope was that the learnings from this inquest, along with the results of Bob Rich's external review, new provincial guidelines, advice from our research panel, and recommendations from the Student's Assembly would inform the university's approach to overdose prevention and harm reduction.

On the federal front, K. Hall noted Mark Carney's Liberals win in the federal election. He outlined several items relevant to the University of Victoria:

- Will Greaves, a UVic Political Science professor, won the Victoria riding, provides the university a direct advocate in Parliament for the first time since 2006.
- UVic's strengths in clean energy, climate, economic resilience, and Indigenous reconciliation will be highly relevant for the new government.
- The new government's emphasis on university-led research could lead to greater opportunities for UVic researchers.
- Promise of affordability, housing, and jobs could directly affect UVic students and the broader university community.
- With nearly one third of MPs new to Parliament, UVic has opportunities to build new relationships on national issues.

K. Hall said there would be a lot more to come over the next few weeks, including plenty of outreach and updating for the university's government relations plan.

5. CORRESPONDENCE

a. Office of the Ombudsperson

i. 2024 Ombud's Annual Report

Angus Shaw, Ombudsperson highlighted the roll of the Office of the Ombudsperson and provided Senate members with an overview his report. He reported that academic integrity was the top issue in his office and the focus of his recommendations in the report. There were no questions.

b. Campus Planning Committee

i. Semi-annual Report to Senate on Campus Development

K. Hall introduced the report. There were no questions.

6. PROPOSALS AND REPORTS FROM SENATE COMMITTEES

a. Senate Committee on Academic Standards

i. Changes to the Admission Requirements to the UVic BSN in partnership with Camosun College

Danu Stinson, Chair of the Senate Committee on Academic Standards, introduced the proposal. There were no questions.

Motion: (D. Stinson/D. Dudley)

That Senate approve the revisions to the admission requirements to UVic's BSN in partnership with Camosun College, effective September 2025.

CARRIED

ii. Changes to the Admission Requirements for the School of Nursing Regarding Upper-level Statistics Course Admission Pre-requisite

D. Stinson introduced the proposal. There were no questions.

Motion: (D. Stinson/D. Dudley)

That Senate approve the revisions to the admission requirements for the School of Nursing regarding the upper-level statistics course admission pre-requisite, effective September 2025.

CARRIED

iii. Changes to the Entrance Requirements for the Combined Biology / Psychology Honours Program

D. Stinson introduced the proposal. There were no questions.

Motion: (D. Stinson/C. Eagle)

That Senate approve the revisions to the entrance requirements for the combined Biology/Psychology Honours Program.

CARRIED

iv. Changes to the Economics BA and BSc programs

D. Stinson introduced the proposal. There were no questions.

Motion: (D. Stinson/J. Baggs)

That Senate approve the revisions to the progression requirements of the Economics BA and BSc programs.

CARRIED

b. Senate Committee on Agenda and Governance

i. Appointments to the 2025/2026 Senate Standing Committees

Phalguni Mukhopadhyaya, Chair of the Nominations Subcommittee, introduced the listing of the appointments. There were no questions.

Motion: (P. Mukhopadhyaya/M. Laidlaw)

That Senate approve the appointment to the 2025/2026 Senate standing committees for the terms indicated in the attached document.

CARRIED

c. Senate Committee on Appeals

i. 2024/2025 Annual Report

On behalf of the Chair, Ada Saab, Associate University Secretary, introduced the annual report, noting the predominant theme concerning violations of academic integrity. In response to a Senator's question on AI

generated content, A. Saab explained that the appeals centred on the correct adherence to university policy and regulations.

d. Senate Committee on Awards

i. New and Revised Awards

Maureen Ryan, Chair of the Senate Committee on Awards, introduced the listing of new and revised awards. There were no questions.

Motion: (M. Ryan/S. Foss)

That Senate approve, and recommend to the Board of Governors that it also approve, the new and revised awards set out in the attached document:

- Abib Ngom and Natalie Chan Black Legal Scholar Award (New)
- Bennett Jones Entrance Award in Law (New)
- Budvitch Award in Holocaust Studies (Revised)
- Eleanor Gray Memorial Piano & Voice Duo Competition Prize (New)
- Fasken Entrance Scholarship (Revised)
- Fasken Indigenous Entrance Scholarship (Revised)
- Nelson Family Award* (Revised)
- Vikes Men's Rugby Family Annual Award (New)
- mistermerv Award in Music Performance (New)
- Mary & David Norton Indigenous Leadership Fellowship* (Revised)
- Anatolijus and Catherine Fouracre International Award* (New)
- Women in Economics Graduate Scholarship* (Revised)
- Certificate of Outstanding Academic Distinction* (Revised)
- Faculty of Health Undergraduate Entrance Scholarship* (Revised)
- Tolmie-Wood Scholarship* (Revised)
- Jeanette Funke-Furber and Robert Furber Scholarship* (Revised)
- Lii Michif Niiyanaan Award (New)
- Black Student Leadership Award (New)

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CARRIED

e. Senate Committee on Curriculum

David Scoones, Chair of the Senate Committee on Curriculum, introduced the curriculum changes. There were no questions.

Motion: (M. Hoorfar/J. Colby)

That Senate approve the curriculum changes recommended by the Faculties and the Senate Committee on Curriculum for inclusion in the September 2025 academic calendars.

CARRIED

Motion: (M. Hoorfar/R. Hancock)

That Senate authorize the Chair of the Senate Committee on Curriculum to make small changes and additions that would otherwise unnecessarily delay the submission of items for the academic calendar.

CARRIED

f. Senate Committee on Learning and Teaching

i. 2024/2025 Annual Report

Li-Shih Huang, Chair of the Senate Committee on Learning and Teaching, introduced the report. There were no questions.

g. Senate Committee on Libraries

i. 2024/2025 Annual Report

Adrienne Boyarin, Chair of the Senate Committee on Libraries, introduced the report and thanked committee members. There were no questions.

h. Senate Committee on Planning

i. 2024/2025 Annual Report

Elizabeth Adjinn-Tetty, Chair of the Senate Committee on Planning, introduced the report and thanked committee members for their work over the course of the year. There were no questions.

ii. Proposal to extend the Approved Centre Status for the Centre for Indigenous Research and Community Engagement (CIRCLE)

E. Adjinn-Tetty introduced the proposal. There were no questions.

Motion: (R. Hancock/C. Krueger)

That Senate approve the proposal to grant a 12-month conditional continuation of the Approved Centre Status for the Centre for Indigenous Research and Community Engagement (CIRCLE) for the period June 1, 2025 – June 30, 2026, as described in the memorandum dated April 2, 2025.

CARRIED

iii. Proposal to extend the Approved Centre Status for the Institute for Integrated Energy Systems (IESVic)

E. Adjinn-Tetty introduced the proposal. There were no questions.

Motion: (M. Hoorfar/M. Ryan)

That Senate approve the proposal to extend the Approved Centre Status for the Institute for Integrated Energy Systems (IESVic) for an 18-month

period, October 1, 2025 - March 31, 2027, as described in the memorandum dated April 2, 2025.

CARRIED

iv. Proposal to establish a Bachelor of Engineering in Biomedical Engineering and Management

E. Adjin-Tetty introduced the proposal. There were no questions.

Motion: (M. Hoorfar/D. Dudley)

That Senate approve, and recommend to the Board of Governors that it also approve, the proposal to establish a Bachelor of Engineering in Biomedical Engineering and Management, as described in the document “Bachelor of Engineering: Biomedical Engineering and Management”, and that this approval be withdrawn should the program not be offered within five years of the granting of approval. Once approved by Senate and the Board of Governors, the proposal must be approved by the Ministry of Post-Secondary Education and Future Skills.

CARRIED

v. Proposal to establish a non-credit certificate program in Data Analytics

E. Adjin-Tetty introduced the proposal. There were no questions.

Motion: (A. Lepp/E. Maher)

That Senate approve, and recommend to the Board of Governors that it also approve, the proposal to establish a non-credit certificate program in Data Analytics, as described in the document “Certificate in Data Analytics (non-credit)”, and that this approval be withdrawn should the program not be offered within five years of the granting of approval.

CARRIED

i. Senate Committee on University Budget

i. 2024/2025 Annual Report

Catherine MacGregor, Chair of the Senate Committee on University Budget, introduced the report and thanked committee members for their work done over the year.

A member of Senate made a statement on social stability and economics, noting that the proposed budget model could have an effect on this issue. A question was asked if there were any specific discussions to support situations if areas show they will struggle in the new budget model. C. MacGregor said she believed the values were reflected in the principles of the new model, and assured Senate that this has been part of the committee’s conversation. K. Hall noted that a move to a new budget model would take time as the university develops its priorities. Elizabeth Croft, Vice-President Academic and Provost, said she was impressed with the Chair and committee members’ questions raised at each committee meeting. She reported that work will continue with the new model and that nothing not been finalized.

7. PROPOSALS AND REPORTS FROM FACULTIES

a. Faculty of Engineering and Computer Science

i. Transnational Education opportunities

Mina Hoorfar, Dean of the Faculty of Engineering and Computer Science, spoke about the opportunities in the faculty for transnational education. She noted there were two new programs, the Doctor of Engineering (waiting for Ministry approval) and the recently approved Bachelor of Engineering in Biomedical Engineering and Management, as good examples. M. Hoorfar explained that opportunities were market driven while developing more international collaborations. She added that partners need to be chosen carefully to ensure faculties and laboratories were already available.

In response to a member of Senate's question on the two new programs, M. Hoorfar confirmed that they were not new programs developed only for transnational education but also meant for the domestic market. E. Adjin-Tetty said that every program developed at the university must satisfy our requirements and that there may be other existing programs could imagine transnational education opportunities. E. Adjin-Tetty reminded Senate that approval for all transnational education programs would come through academic governance approvals.

b. Faculty of Humanities

i. Constitution and Operating Structure Changes for Senate Approval

Annalee Lepp, Dean of the Faculty of Humanities, provided an overview of the changes for approval. In response to a Senator's question on the lack of an Indigenous Coordinator position, A. Lepp reported that with the creation of the Associate Dean, Indigenous in addition to budgetary issues, there was a need to focus on how the coordinator's responsibilities were delivered. She further noted that if there was a need to fill the position, this would be addressed. A further question was raised as to if there was a mechanism to ensure students' voices were heard. A. Lepp explained the Faculty of Humanities had an open-door policy with regular meetings with the Associate Dean. She also noted that since the COVID-19 pandemic, there had been little turnout of students at faculty meetings.

Motion: (A. Lepp/J. Colby)

That Senate approve the revisions to the Faculty of Humanities' Constitution and Operating Structure.

CARRIED

8. PROPOSALS AND REPORTS FROM THE VICE-PRESIDENT ACADEMIC AND PROVOST

a. Office of the Vice-President Academic and Provost Update

E. Croft welcomed Dr. Tammy Hopper, the new Dean of Health, and acknowledged the great work that led to the creation of the new Faculty of Health. She said there was still work to be done and thanked those in advance who would be completing this work.

E. Croft advised that also on May 1, 2025, the Faculty of Social Sciences welcomed two schools: Indigenous Governance and Public Administration, and the Faculty of Education welcomed the School of Child and Youth Care. She also reported that the Division of Medical Science was now the School of Medical Sciences within the Faculty of Health. She recognized and thanked those in the former Faculty of Human and Social Development for their work, noting that a farewell party had been held the previous week.

E. Croft spoke on the confidence of domestic enrolment and cautious optimism regarding international targets. She thanked the Division of Student Affairs for expanding their marketing campaign in the Pacific Northwest to take advantage of the increased interest from the United States.

E. Croft provided highlights on the Listening Tour with Faculty Councils, in which she heard about a lot of ideas and initiatives related to experiential learning, interdisciplinary research, and academic programming. She noted the Division of Learning Teaching and Support Innovation's host of resources for faculty interested in learning more about Generative AI. E. Croft reported also hearing about challenges in academic accommodation and the ways faculty are finding to incorporate UDL principles, as appropriate to their discipline, as well as using diverse assessment methods to support different learning styles. She commented on other examples to address academic accommodation such as the Let's Talk About Teaching podcasts, a workshop on planning for accessibility in timed assessments, a new curriculum design specialist for large enrolment courses available to support with access-centred approaches and assessment practices, and the continuing accommodated exam supports offered by the Office of Registrar and Enrolment Management. She recognized that more work was needed both centrally and within units, and that academic leaders and instructors would need to be empowered to look to resource initiatives that have strategic impact.

E. Croft reported that based on consultations and feedback from students, faculty and staff, the Division of Student Affairs was reviewing the language in the non-academic misconduct policy regarding drug-and-alcohol use. She noted that as this was a Senate policy, more information would be coming, likely at a June Senate meeting.

E Croft announced there would be a virtual townhall for faculty and staff on May 20, 2025, on the Planning and Budget Framework. She noted the meeting would be recorded and posted online for those unable to tune in.

E. Adjin-Tetty responded to a number of questions from members of Senate, such as the collection of data on UDL and extended time, the impact of UDL on minority groups on campus and class size, policy needs for large course enrolment caps and the need for supports for students from the United States.

9. OTHER BUSINESS

a. Senate Evaluation

K. Hall introduced the agenda item, reminding members of Senate who are on Senate Committees to complete the evaluation for their respective committee. He reported that work would begin on a Senate evaluation over the coming months and indicated that some questions would be put to Senate which were a result of the last Joint Senate Board Retreat. There were no questions.

b. University Orator

K. Hall introduced the proposal. There were no questions.

Motion: (A. Lepp/J. Baggs)

That Senate re-appoint Dr. Cedric Littlewood as University Orator for a 3-year term beginning July 1, 2025 and ending June 30, 2028.

CARRIED

c. 2024 Policy Annual Report

K. Hall introduced the report. There were no questions.

d. Annual report to Senate on UVic-approved Research Centres

Fraser Hof, Associate Vice-President Research, introduced the annual report. There were no questions.

e. Consultation – Policy for the Establishment, Review and Closure of Research Centres (RH8300): Updates and revisions

F. Hof provided a brief overview and the request for feedback on revisions to the policy. He indicated that the policy would be brought back to Senate in the fall for approval. In response to a question, F. Hof provided a definition of the term “interdisciplinary” according to the policy.

f. *Ad Hoc* Senate Committee to Review the Proposed Revisions to Section 36.00 of the Senate Rules and Procedures Regarding Secret Ballot Voting

i. Proposed change to the 36.00 in Procedures of Senate

A. Lepp introduced the petition and the response from the *Ad hoc* committee.

A member of Senate said she was pleased to see the acknowledgement of the power dynamics in the response by the committee; however, she expressed dissatisfaction with other aspects of the report. Several other members of Senate expressed their views on the issue and the response provided by the *ad hoc* committee.

A member of Senate asked if the motion put forward could be done by secret ballot.

Motion: (M. Laidlaw/A. Wang)

That a secret ballot be conducted for the motion put forward by those named in the petition.

CARRIED

A member of Senate acknowledged the good points made by the *Ad hoc* committee, noting that in today's polarized environment, there was a need to focus on the issues themselves.

Motion: (L. Marks/J. Baggs)

That Senate approve the revision to section 36.00 of the Senate Rules and Procedures to allow for a secret ballot upon the open request of fourteen Senate members.

CARRIED

g. 2024/2025 Emeriti

A. Saab introduced the listing of emeriti. There were no questions.

h. Elections Update

A. Saab provided members of Senate with a brief overview of recent election activities, noting that there had been a huge interest in student elections this year. There were no questions.

i. Election to the Senate Committee on Agenda and Governance

K. Hall thanked P. Mukhopadhyaya for his service on the committee. A. Saab provided Senate with a brief overview of committee's composition, noting that there were two positions that were elected by Senate. She asked members of Senate if there were any nominations to serve on the committee for a 3-year term.

P. Mukhopadhyaya nominated Rob Hancock who accepted the nomination. Erin Campbell nominated Lynne Marks who also accepted the nomination. A secret ballot was conducted. Rob Hancock was elected to the Senate Committee on Agenda and Governance.

There being no other business the meeting was adjourned at 5:39 p.m.

Senate Meeting May 2, 2025				SEN-OCT 3/25-1
Name	In Attendance	Regrets		Page 11 of 12 Position
Adjin-Tetty, Elizabeth	X		Associate Vice-President Academic Programs	By Invitation
Andersen, Carrie		X	University Secretary	Secretary of Senate
Andreotti, Vanessa		X	Dean, Faculty of Education	Ex officio
Bacchus, Chantal			Student Senator	Elected from the Student Societies
Baggs, Jen	X		Acting Dean, Peter B. Gustavson School of Business	Ex officio
Bengtson, Jonathan	X		University Librarian	Ex officio
Buller, Marion	X		Chancellor	Ex officio
Campbell, Erin	X		Faculty of Fine Arts	Elected by the Faculty Members
Caruncho, Hector	X		Acting Head, Division of Medical Sciences	Additional Member
Clarke, Jo-Anne	X		Dean, Division of Continuing Studies	Ex officio
Colby, Jason	X		Faculty of Humanities	Elected by the Faculty Members
Con, Adam	X		Faculty of Fine Arts	Elected by the Faculty Members
Cowen, Laura	X		Acting Dean, Faculty of Science	Ex officio
Croft, Elizabeth	X		Vice-President Academic and Provost	Ex officio
Curran, Deborah	X		Faculty of Law	Elected by the Faculty
Diether, Kelly	X		Convocation Senator	Elected by the Convocation
Donovan, Kate	X		Convocation Senator	Elected by the Convocation
Dudley, Dennine	X		Faculty of Fine Arts	Elected by the Faculty
Dunsdon, Jim	X		Associate Vice-President Student Affairs	By Invitation
Eagle, Chris	X		Faculty of Science	Elected by the Faculty Members
Foss, Sonja	X		Student Senator	Elected from the Student Societies
Gair, Jane	X		Faculty of Health	Elected by the Faculty
Gaudet, Loren			Faculty of Humanities	Elected by the Faculty
Goodman, Emily	X		Student Senator	Elected from the Student Societies
Gupta, Rishi	X		Faculty of Engineering and Computer Science	Elected by the Faculty
Hall, Kevin	X		President and Vice-Chancellor	Chair of Senate
Hallgrimsdottir, Helga	X		Deputy Provost	By invitation
Hancock, Rob	X		Faculty of Social Sciences	Elected by the Faculty Members
Harder, Lois	X		Dean, Faculty of Social Sciences	Ex officio
Harding, Catherine	X		Faculty of Fine Arts	Elected by the Faculty
Harris, Moronke	X		Student Senator	Elected from the Student Societies
Hicks, Robin	X		Dean, Faculty of Graduate Studies	Ex officio
Hodge, Jenn			Student Senator	Elected from the Student Societies
Hoorfar, Mina	X		Dean, Faculty of Engineering and Computer Science	Ex officio
Hopper, Tammy	X		Dean, Faculty of Health	Ex officio
Humphreys, Sara	X		Faculty of Humanities	Elected by the Faculty Members
Kalynchuk, Lisa	X		Vice-President Research and Innovation	Ex officio
Kaminski, Norman			Student Senator	Elected from the Student Societies
Kehoe, Inba	X		Librarian, McPherson Library	Elected by Professional Librarians
Kennedy, Cole	X		Student Senator	Elected from the Student Societies
Kodar, Freya		X	Dean, Faculty of Law	Ex officio
Krueger, Charlie	X		Student Senator	Elected from the Student Societies
Kuklev, Artem			Student Senator	Elected from the Student Societies
Laidlaw, Mark	X		Faculty of Science	Elected by the Faculty
Lawrence, Brenna	X		Faculty of Education	Elected by the Faculty
Lepp, Annalee	X		Dean, Faculty of Humanities	Ex officio
Lindgren, Allana	X		Dean, Faculty of Fine Arts	Ex officio
Maher, Evan	X		Student Senator	Elected from the Student Societies
Mallidou, Anastasia	X		Faculty of Health	Elected by the Faculty Members
Marks, Lynne	X		Faculty of Humanities	Elected by the Faculty
Martin, Travis	X		Faculty of Science	Elected by the Faculty
McGinnis, Martha	X		Faculty of Graduate Studies	Elected by the Faculty
Morrissey, Isabella			Student Senator	Elected from the Student Societies
Mukhopadhyaya, Phalguni	X		Faculty of Engineering and Computer Science	Elected by the Faculty Members
Nair, Sudhir	X		Peter B. Gustavson School of Business	Elected by the Faculty
Newcombe, Andrew	X		Faculty of Law	Elected by the Faculty
Nowell, April		X	Faculty of Social Sciences	Elected by the Faculty
Prest, Anita	X		Faculty of Education	Elected by the Faculty
Prince, Michael			A/Dean, Faculty of Human and Social Development	Additional Member
Rose-Redwood, CindyAnn	X		Faculty of Social Sciences	Elected by the Faculty
Ryan, Anthony			Student Senator	Elected from the Student Societies
Ryan, Maureen	X		Faculty of Health	Elected by the Faculty Members
Saab, Ada	X		Associate University Secretary	By Invitation
Salinas, Justin			Student Senator	Elected from the Student Societies
Smith, Brock	X		Peter B. Gustavson School of Business	Elected by the Faculty
Starkey, Ayla			Student Senator	Elected from the Student Societies
Stinson, Danu	X		Faculty of Graduate Studies	Elected by the Faculty
Struchtrup, Henning	X		Faculty of Engineering and Computer Science	Elected by the Faculty
Stuart, Thomas	X		Continuing Sessional	Elected by the Continuing Sessionals
Swayne, Leigh Anne	X		Faculty of Health	Elected by the Faculty
Taylor, Wendy	X		Acting Registrar	By Invitation
Walshaw, Jill	X		Faculty of Humanities	Elected by the Faculty Members
Wang, Alivia	X		Convocation Senator	Elected by the Convocation
Weaver, Andrew			Faculty of Science	Elected by the Faculty Members
Wyatt, Victoria	X		Convocation Senator	Elected by the Convocation
Zhou, Lina	X		Faculty of Engineering and Computer Science	Elected by the Faculty Members

MEMBERSHIP OF THE SENATE OF THE UNIVERSITY OF VICTORIA

Effective May 1, 2025EX OFFICIO MEMBERS - University Act: Section 35 (2) (a-f)

Chancellor: Marion Buller (31/12/27)
 President and Vice-Chancellor: Kevin Hall (Chair)
 Vice-President Academic and Provost: Elizabeth Croft
 Vice-President Research and Innovation: Lisa Kalynchuk
 Acting Dean of Peter B. Gustavson School of Business: Jen Baggs
 Dean of Education: Vanessa Andreotti
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 Dean of Continuing Studies: JoAnne Clarke
 Dean of Fine Arts: Allana Lindgren
 Dean of Graduate Studies: Robin Hicks
 Dean of Health: Tammy Hopper
 Dean of Humanities: Annalee Lepp (Vice-Chair)
 Dean of Law: Freya Kodar
 Acting Dean of Science: Laura Cowen
 Dean of Social Sciences: Lois Harder
 University Librarian: Jonathan Bengtson

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- Section 35 (2) (g)

BUSI: Sudhir Nair (30/6/25)
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 Henning Struchtrup (30/6/26)
 FINE: Dennine Dudley (30/6/27)
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 Anastasia Mallidou (HLTH) (30/6/26)
 Phalguni Mukhopadhyaya (ENGR) (30/6/25)

MEMBERS ELECTED BY THE FACULTYMEMBERS (continued)

Maureen Ryan (HLTH) (30/6/27)
 Jill Walshaw (HUMS) (30/6/25)
 Andrew Weaver (SCIE) (30/6/27)
 Lina Zhou (ENGR) (30/6/26)

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 Sonja Foss (SOSC) “
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 Jenn Hodge (HUMS) “
 Norman Kaminski (BUSI) “
 Cole Kennedy (GRAD) “
 Charlie Krueger (HLTH) “
 Artem Kuklev (SOSC) “
 Evan Maher (ENGR) “
 Isabella Morrissey (SCIE) “
 Anthony Ryan (FINE) “
 Justin Salinas (HUMS) “
 Ayla Starkey (SOSC) “
 Vacancy (GRAD) “
 Vacancy (EDUC) “

MEMBERS ELECTED BY THE CONVOCATION

– Section 35 (2) (i)

Kelly Diether (30/06/27)
 Kate Donovan (30/06/27)
 Alivia Wang (30/06/27)
 Victoria Wyatt (30/06/27)

ADDITIONAL MEMBERS - Section 35 (2) (k)

Acting Head, Division of Medical Sciences:

Hector Caruncho (30/04/26)

Acting Dean of HSD: Michael Prince (01/05/26)

Member elected by the Professional Librarians:

Inba Kehoe (30/06/27)

Continuing Sessional: Thomas Stuart (30/06/26)

SECRETARY OF SENATE - Section 64 (2)

University Secretary: Carrie Andersen

BY INVITATION - Seated with specified speaking rights

Deputy Provost: Helga Hallgrímsdóttir

AVP Student Affairs: Jim Dunsdon

AVP Academic Programs: Elizabeth Adjin-Tettey

Registrar: Wendy Taylor

Associate University Secretary: Ada Saab



**Special Meeting of Senate
June 6, 2024**

MINUTES

A special meeting of the Senate of the University of Victoria was held on June 6, 2025 at 3:30 p.m. via Zoom.

On behalf of the President, Annalee Lepp called the meeting to order.

1. APPROVAL OF THE AGENDA

Given this was a special Senate meeting, A. Lepp advised Senators there were no changes to the agenda.

2. Interim revisions to Resolution of Non-Academic Misconduct Allegations (AC1300)

Jim Dunsdon, Associate Vice-President Student Affairs, introduced the proposal. He noted that the revisions were in response to the recommendations in the Bob Rich report. He also explained it was critical, in terms of timing, to have this interim policy in place before September 2025. J. Dunsdon outlined how the current practice has been that student behaviours have been investigated but this has not been clear in the written policy. He further noted that the revisions would align the policy with the provincial *Good Samaritan Act*. J. Dunsdon reported that if the revisions were approved, his office would move quickly to communicate the policy to all students over the summer and fall. He noted that the interim policy would provide Senate the opportunity to provide feedback on overall policy revisions before it is brought back for Senate's approval.

A number of questions were posed, and feedback was provided by members of Senate, including:

- whether the policy would preclude intervention for those students who engage in use of substances, even though there were supports and referrals available
- if the inclusion of non-monetary benefit in Appendix A, section 2.05 (b) Alcohol and Drugs may need further consultation and considered in the overall final revisions
- whether Appendix C, section 2.00 (c) would include parties and non-Uvic students which are specifically included in the Residence Contract

A member of Senate asked a process question for approving the interim policy and what the timeline would be for Senate to receive the overall policy revision for its approval. Carrie Andersen explained the university's policy review process and that this policy was currently under review.

In response to a Senator's question on illicit versus recreational drugs, Kirsten McMenamie, Director of the Office of Student Life, responded that it was about the distribution of drugs and therefore there was a need to expand on the monetary/non-monetary benefits for the future revision. She made note of the amnesty appendix which extended to the sexualize violence policy.

Motion: (S. Humphreys/C. Harding)

That Senate approve, and recommend to the Board of Governors that it also approve, the changes to the Resolution of Non-Academic Misconduct Allegations (AC1300), as outlined in the attached.

CARRIED

3. Term Research Chair in Transgender Studies

Lois Harder, Dean of the Faculty of Social Sciences, introduced the proposal, noting the incredibly important and impactful work done over the last decade by Dr. Aaron Devor, current Chair in Transgender Studies.

Members of Senate expressed support for the proposal, and the important work done by A. Devor.

Motion: (F. Kodar/D. Dudley)

That Senate approve, and recommend to the Board of Governors that it also approve, the renewal of the Research Chair in Transgender Studies for a five-year term, for the period January 1, 2026 – December 31, 2030.

CARRIED

There being no other business the meeting was adjourned at 3:59 p.m.

Special Senate Meeting June 6, 2025			SEN-OCT 3/25-2	
Name	In Attendance	Regrets		Page 3 of 4 Position
Adjin-Tetty, Elizabeth		X	Associate Vice-President Academic Programs	By Invitation
Andersen, Carrie	X		University Secretary	Secretary of Senate
Andreotti, Vanessa			Dean, Faculty of Education	Ex officio
Bacchus, Chantal		X	Student Senator	Elected from the Student Societies
Baggs, Jen			Acting Dean, Peter B. Gustavson School of Business	Ex officio
Bengtson, Jonathan		X	University Librarian	Ex officio
Buller, Marion	X		Chancellor	Ex officio
Campbell, Erin	X		Faculty of Fine Arts	Elected by the Faculty Members
Caruncho, Hector	X		Acting Head, Division of Medical Sciences	Additional Member
Clarke, Jo-Anne	X		Dean, Division of Continuing Studies	Ex officio
Colby, Jason			Faculty of Humanities	Elected by the Faculty Members
Con, Adam	X		Faculty of Fine Arts	Elected by the Faculty Members
Cowen, Laura	X		Acting Dean, Faculty of Science	Ex officio
Croft, Elizabeth		X	Vice-President Academic and Provost	Ex officio
Curran, Deborah		X	Faculty of Law	Elected by the Faculty
Diether, Kelly	X		Convocation Senator	Elected by the Convocation
Donovan, Kate	X		Convocation Senator	Elected by the Convocation
Dudley, Dennine	X		Faculty of Fine Arts	Elected by the Faculty
Dunsdon, Jim	X		Associate Vice-President Student Affairs	By Invitation
Eagle, Chris	X		Faculty of Science	Elected by the Faculty Members
Foss, Sonja			Student Senator	Elected from the Student Societies
Gair, Jane		X	Faculty of Health	Elected by the Faculty
Gaudet, Loren		X	Faculty of Humanities	Elected by the Faculty
Goodman, Emily			Student Senator	Elected from the Student Societies
Gupta, Rishi	X		Faculty of Engineering and Computer Science	Elected by the Faculty
Hall, Kevin		X	President and Vice-Chancellor	Chair of Senate
Hallgrimsdottir, Helga			Deputy Provost	By invitation
Hancock, Rob	X		Faculty of Social Sciences	Elected by the Faculty Members
Harder, Lois	X		Dean, Faculty of Social Sciences	Ex officio
Harding, Catherine	X		Faculty of Fine Arts	Elected by the Faculty
Harris, Moronke			Student Senator	Elected from the Student Societies
Hicks, Robin	X		Dean, Faculty of Graduate Studies	Ex officio
Hodge, Jenn			Student Senator	Elected from the Student Societies
Hoorfar, Mina	X		Dean, Faculty of Engineering and Computer Science	Ex officio
Hopper, Tammy			Dean, Faculty of Health	Ex officio
Humphreys, Sara	X		Faculty of Humanities	Elected by the Faculty Members
Kalynchuk, Lisa	X		Vice-President Research and Innovation	Ex officio
Kaminski, Norman	X		Student Senator	Elected from the Student Societies
Kehoe, Inba	X		Librarian, McPherson Library	Elected by Professional Librarians
Kennedy, Cole	X		Student Senator	Elected from the Student Societies
Kodar, Freya	X		Dean, Faculty of Law	Ex officio
Krueger, Charlie			Student Senator	Elected from the Student Societies
Kuklev, Artem			Student Senator	Elected from the Student Societies
Laidlaw, Mark	X		Faculty of Science	Elected by the Faculty
Lawrence, Brenna			Faculty of Education	Elected by the Faculty
Lepp, Annalee	X		Dean, Faculty of Humanities	Ex officio
Lindgren, Allana			Dean, Faculty of Fine Arts	Ex officio
Maher, Evan	X		Student Senator	Elected from the Student Societies
Mallidou, Anastasia	X		Faculty of Health	Elected by the Faculty Members
Marks, Lynne			Faculty of Humanities	Elected by the Faculty
Martin, Travis	X		Faculty of Science	Elected by the Faculty
McGinnis, Martha			Faculty of Graduate Studies	Elected by the Faculty
Morrissey, Isabella			Student Senator	Elected from the Student Societies
Mukhopadhyaya, Phalguni	X		Faculty of Engineering and Computer Science	Elected by the Faculty Members
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Deputy Provost: Helga Hallgrímsdóttir

AVP Student Affairs: Jim Dunsdon

AVP Academic Programs: Elizabeth Adjin-Tettey

Registrar: Wendy Taylor

Associate University Secretary: Ada Saab

2024/25 FINANCIAL REPORT



University
of Victoria

MARCH 31, 2025



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We acknowledge and respect the Ləkʷəŋən (Songhees and Xʷsepsəm/Esquimalt) Peoples on whose territory the university stands, and the Ləkʷəŋən and ƳSÁNEĆ Peoples whose historical relationships with the land continue to this day.



Message from the President

The University of Victoria's Strategic Plan, *Distinctly UVic: A Strategy for the University of Victoria*, forms a roadmap for the future we want to create. Along with fostering a culture of change and partnership to solve the urgent challenges of our time, *Distinctly UVic* holds us accountable to ʔetalnəwəl | ÁTOL,NEUEL by respecting the rights of one another, being in right relationship with all things, and by upholding the rights of Indigenous Peoples. Our strategic plan, along with complimentary plans like Xʷkwənənistəl | WʔENENISTEL | Helping to move each other forward, Indigenous Plan 2023, Aspiration 2030: UVic Research and Creative Works Strategy and our Climate & Sustainability Action Plan 2030 (CSAP), among others, sets our priorities and guides our decision-making through turbulent financial times.

In alignment with these plans, we are continuing to focus on supporting our community and advancing our academic mission. We recently completed two student housing buildings—Čeqwəŋín ʔéʔlən (Cheko'nien House) and Snéqə ʔéʔlən (Snequ House)—and were honoured that Songhees and Xʷsepsəm/Esquimalt Nations have given us permission to use Ləkʷəŋən names to situate them in the language and history of the People and their land. We are currently developing plans for 500 more residence beds on campus to address student demand and help relieve pressure on the housing market in the greater community.

In these challenging financial times, the university collectively made tough decisions to adjust our budgets to reflect the changing enrolment environment. These decisions have positioned us to project a balanced budget moving into fiscal 2025/26 and ensured we complied with legislation that requires us to not have a financial deficit. While in a financially constrained environment, we have been able to advance many institutional priorities, such as upgrading UVic's Arbutus, Canada's largest cloud computing site, to increase its computing power and make it more sustainable. We are also moving forward with electrifying our District Energy Plant to reach our emissions goal years ahead of the target set out in CSAP. Another notable priority was the approval of UVic's first new faculty in 30 years: The Faculty of Health officially started May 1, 2025, and will help the province meet its growing health-care needs. I am grateful to the entire university community for advancing the vision set out in our institutional plans and look forward to the future we create together.

Dr. Kevin Hall
President and Vice-Chancellor



Message from the Vice-President, Finance and Operations

I am pleased to present UVic's Annual Financial Report for 2024/25. Along with many other post-secondary institutions in B.C. and Canada, national and global factors continue to create pressure and uncertainty with our enrolment and budget outlook. Our priority, as we diversify enrolments and position ourselves for the future in alignment with our strategic plans, is to deliver quality education and innovative research.

Our domestic enrolment has recovered following a decline in 2022/23 and is at its highest level to date. In contrast to the positive domestic outlook, we are graduating more international students than we are able to recruit due to many contributing and ongoing external factors, including a federal cap on international student visa permits, changes to study permit requirements, increased competition globally, and geopolitical factors and diplomatic disputes that may be impacting international interest. Despite these challenges, we achieved our enrolment targets for the 2024/25 fiscal year due to significant investments in and focus on recruitment efforts.

The decrease in international enrollment, from a financial perspective, reduced tuition revenue over the last two years and we continue to expect lower levels in the coming fiscal year. This loss in international tuition revenue was partially offset by increased domestic and non-credit tuition due to strong enrolments. While budgets for 2024/25 were reduced to reflect anticipated reductions in overall tuition revenue, year over year expenses increased mostly due to increases in salaries and associated benefits resulting from collective agreements as well as increases in scholarships, fellowships and bursaries. As required under the University Act, the university ended the year with a modest operating surplus. Overall, because of the planning and budget work over the last two years, the financial health indicators outlined in this document reflect a generally stable picture of UVic's financial position.

Through another challenging financial year, we are grateful for work undertaken by our campus leaders to respond to the enrolment challenge and to the dedication, creativity and resilience of our faculty, staff and students.

Kristi Simpson
Vice-President Finance and Operations



Fast Facts

22,000+
students

162,500+
alumni

5,000+
employees,
including

580+
patents

169
start-up
companies

900+
full time faculty

1,145+
invention disclosures

Top 1% in the world for
global impact
Source: 2024 Times Higher Education Impact Ranking

\$808.3 million
total revenues

#1 in North America for
international collaboration
Source: Leiden, 2023

\$2.2 billion
total assets

#1 in Canada for promoting
Indigenous visibility
Source: Maclean's, 2022

\$610.3 million
endowment market value

Management Discussion and Analysis (unaudited)



About the University of Victoria

Located on Ləkʷəŋən (Songhees and Xwsepsəm/Esquimalt) territory in the city of Victoria, British Columbia, the University of Victoria (the university, UVic) is one of Canada's leading research-intensive universities. UVic's student enrollment is over 22,000 (graduate and undergraduate) and the university employs more than 5,000 people, including 900 full-time faculty. At UVic, we offer more than 280 undergraduate and graduate programs as well as a wide range of degrees, diplomas and campus services. UVic operates under the authority of the University Act of British Columbia and in accordance with the mandate provided by the Ministry of Post-Secondary Education and Future Skills (the Province, Ministry). UVic's finances and administration are overseen by a Board of Governors and the university's academics are governed by the Senate.

The university annually develops a Planning and Budget Framework (P&BF), which is informed by UVic's institutional plans. The P&BF and associated financial models are developed within the context of a three-year planning cycle, which provides a more realistic time frame for the development of university initiatives and allows for greater flexibility than permitted within an annual process.

Financial Reporting Environment

UVic is part of the Government Reporting Entity (GRE) of the Province of B.C. and, as such, is required to present its financial statements in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* supplemented by directives set out by the Province. The attached financial statements present the financial results of the university for the year ended March 31, 2025, in accordance with Public Sector Accounting Standards (PSAS). These statements are the consolidation of all university operations, including the results of general operations, ancillary operations, capital projects, endowment returns and spending, research grants and expenditures, etc. As required by PSAS, they also include the financial results of each of the university's 12 external entities as well as the staff pension plan. While these entities are required to be included in the financial statements, their assets are restricted for specific purposes (e.g., pension) and therefore are not available to support general operations of the university.

The Province has directed that Public Sector Accounting Standards be adopted without the PS4200 not-for-profit elections and that all restricted contributions received for acquiring tangible capital assets be deferred as Deferred Capital Contributions and recognized in revenue at the same rate that the amortization of the related tangible capital asset is recorded. More information on accounting policies are described in note 2 of the financial statements.

Operating Environment

The environment and financial outlook for post-secondary education in Canada is constrained due to enrolments and funding models. Across Canada, most institutions have seen a decline in undergraduate international student registrants and have experienced an associated loss of revenue resulting in budget pressures across the country.

UVic's revenue primarily comes from two sources: domestic and international tuition and an operating grant from the Province of British Columbia. The provincial operating grant supports credit courses for eligible students, based on targets set by the Ministry for full-time domestic undergraduates, graduates, and co-op students. Overall operating revenue grew as funding from the provincial government increased due to funding for collectively bargained salary and benefits increases and funded enrolment for the technology expansion in software engineering and computer science programs.

At UVic, we achieved our 2024/25 enrolment targets set with the Board of Governors in March 2024 and continue to prioritize stabilizing international enrolment and other revenue generation initiatives. Our domestic enrolment has recovered following a decline in 2022/23 and is at its highest level to date. This recovery is a result of investments in entrance scholarships, making earlier admission offers, and significant recruitment efforts within the faculties and in the Division of Student Affairs. Graduate enrolment was on target in line with previous years, thanks in part to our research reputation and the quality of our faculty and graduate programs. The Province limits annual tuition increases for domestic students to 2%, which is lower than our annual inflation costs estimated at over 5% over the last 3 years.

Unlike domestic tuition rates that are set by the Province, international tuition rates are shaped by the global market. In addition, the Ministry introduced an international education framework that includes a tuition fee setting approach that includes transparency on the full cost of a student's degree program. As a result, UVic updated its fee setting process to approve international undergraduate tuition fees earlier in the recruitment cycle so incoming students know their fees in advance and can plan accordingly. International undergraduate tuition fees are now set in June of the previous year for each program of study along with a capped inflationary increase of 4% annually in each subsequent year of that degree program. This provides cost certainty to students over the course of their degree.

In January 2024, the federal government introduced a cap on international student visa permits. This change along with political and other tensions world-wide has impacted

international enrolment across the country. For 2024/25, given the external environment we anticipated and set realistic enrolment and corresponding budget targets, which we achieved. Significant work was put into recruitment with a focus on undergraduate international recruitment to meet these targets. We will continue to carefully monitor student enrolment levels into the future so we can respond to enrolment changes and minimize institutional impacts.

Additional revenue sources are restricted for specific purpose, such as research and capital as outlined in note 12, deferred contribution. Donor and corporate contributions support scholarships, bursaries, and specific projects, with such funds restricted to the purposes defined by the donor. Research funding varies year to year depending on sponsor priorities and the success of UVic's proposals.

UVic is required to run an annual surplus. It has two components: the unrestricted surplus or deficit from operations (teaching, research, and community engagement), and restricted surplus from net endowment contributions. The university's endowment fund allows for perpetual investment, with a portion of annual income made available for spending while the rest is reinvested for long-term growth. Part of the unrestricted surplus can, and is, invested in capital assets, but UVic does not have the financial capacity to solely fund major capital projects due to the high costs of maintaining and building the physical infrastructure. Instead, it relies on a mix of funding sources, including provincial and federal governments and private donors. The Ministry also provides an annual grant to support deferred maintenance, supplemented by UVic's own contributions. While this funding is critical and is utilized to address some deferred maintenance, UVic's physical infrastructure continues to require renewal and enhancement. To address program requirements, two significant capital projects are underway – the National Centre for Indigenous Laws and the Engineering and Computer Science expansion projects. Both projects will provide key space to support teaching and research capacity. Future capital priorities have been identified in the 5-Year Capital Plan and include addressing deferred maintenance, increasing student housing, enhancing or repurposing current spaces, and increasing academic and research space for those areas with the greatest pressures.

UVic operates in an increasingly more complex environment with many factors that are outside of the university's control. The university uses an Enterprise Risk Management approach and develops risk mitigation strategies to reduce the impact where possible. More information on the major risks that can affect the university from a financial perspective are outlined in [UVic's Planning and Budget Framework](#).

Highlights of Financial Health

At the end of fiscal 2024/25, UVic's:

- Endowment grew \$29.4 million to reach a market value of \$610.3 million
- Annual Surplus from operations increased \$8.1 million to reach \$16.3 million (2% of revenue)
- Consolidated revenue increased by \$46.5 million to reach \$808.3 million
- Consolidated expenses increased by \$38.3 million to reach \$792.0 million
- Consolidated assets increased \$200 million to reach \$2.2 billion

CAUBO Financial Health Indicators

The University of Victoria's financial sustainability can be assessed using the Canadian Association of University Business Officers' (CAUBO) four indicators of financial health:

- Net Income/Loss Ratio
- Primary Reserve Ratio
- Interest Burden Ratio
- Viability Ratio

These indicators are metrics to be used for assessing UVic's resilience and ability to withstand financial challenges based on guidance from CAUBO. CAUBO provided direction on which indicator should be used nationally; however, CAUBO members follow a variety of accounting standards by province. Changes in accounting standards at the institutional, provincial, or national level may lead to year over year fluctuations in financial ratios. The indicators serve as an important starting point for analysis.

Ratios have been prepared on an all-funds basis meaning that they are based on universities' total financial results rather than focusing solely on the operating fund. As a result, the financial picture presented may differ from what institutions are accustomed to seeing in their internal financial statements.

UVic's Net Income/Loss ratio is 1.4% (2024 - 0.7%). The Net Income/Loss ratio measures the percentage of an institution's revenues that contribute to its net assets. The objective of the ratio is to track trends in an institution's net earnings. CAUBO guidance suggests a ratio above 1.5% indicates a favorable level of surplus capable of reinvestment in institutional initiatives.

UVic's Primary Reserve Ratio is 54.47 (2024 – 48.59). The Primary Reserve Ratio provides an indication of how long an institution could continue to operate using only its resources that can be expended without restrictions. The ratio compares expendable net assets to total unrestricted expenses and helps to answer whether the university's resources are sufficient and flexible enough to support its mission. CAUBO guidance suggests a ratio of 40 implies that the institution could cover approximately five months of expenses.

UVic's Interest Burden Ratio is 0.7% (2024 – 0.8%). The Interest Burden Ratio compares the level of current debt service with the institution's total expenses. It is an indicator of the institution's dependence on borrowed funds as a source of financing its mission. CAUBO guidance suggest a ratio below 2% indicates a low reliance on debt.

UVic's Viability Ratio is 0.95 (2024 – 0.79). The Viability Ratio measures the availability of expendable net assets to cover debt if the institution needed to settle its obligations immediately. It helps to answer whether resources, including debt, are being managed strategically to advance the university's mission. CAUBO guidance suggests a viability ratio above .6 indicates a favourable ability to respond to adverse conditions.

Overall, the financial health indicators reflect a generally stable picture of UVic's financial position. The net income/loss ratio reflects the provincial context that requires UVic run an annual net income operating surplus. The interest burden ratio reflects UVic is managing its debt obligations prudently. The primary reserve ratio decline year over year suggests a slightly reduced capacity to cover expenses using unrestricted, expendable resources. However, the decline is modest and does not indicate an urgent liquidity risk. The viability ratio decline implies a diminished ability to cover outstanding debt with available resources in the short term; however, UVic's debt levels remain manageable, reflected by the interest burden ratio.

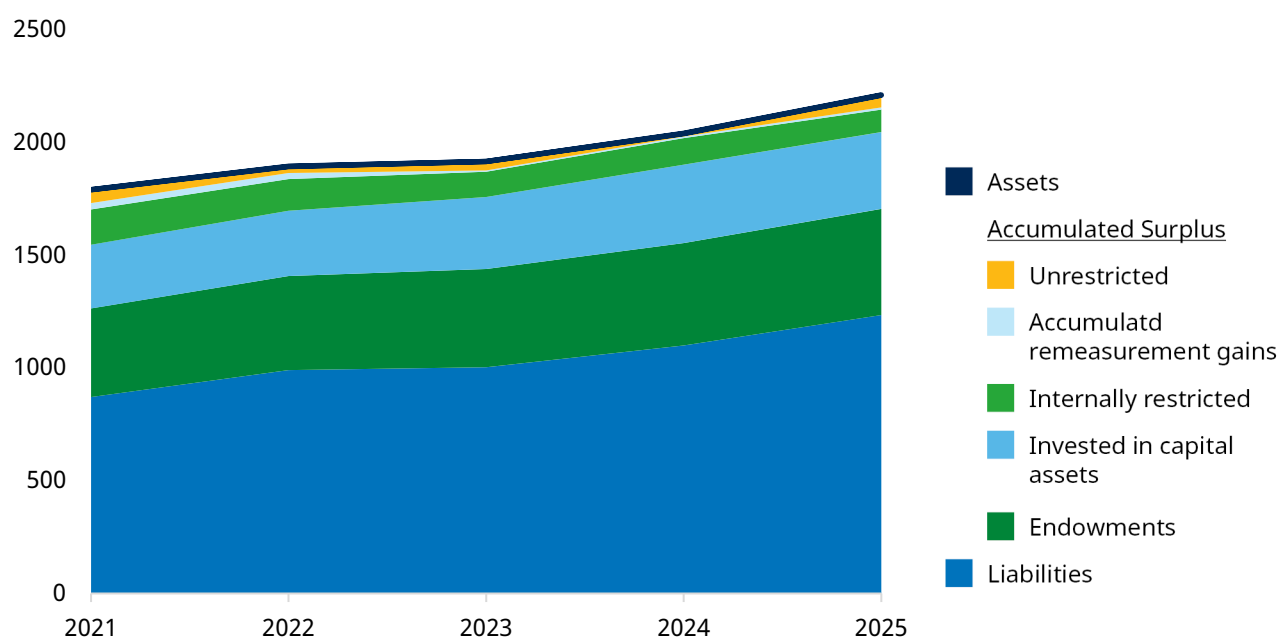
Financial Information

Consolidated Statement of Financial Position

The university's consolidated statement of financial position shows UVic's ability to cover existing liabilities and endowments as well as finance future operations by comparing financial assets to liabilities through the net financial asset (debt) indicator. It also considers the university's non-financial assets to determine UVic's overall financial position.

Consolidated Financial Position

in millions of dollars



Consolidated Assets

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
Financial Assets				
Cash and cash equivalents	213,714	175,040	38,674	22.1%
Accounts receivable	18,770	19,526	(756)	-3.9%
Due from governments	27,707	20,040	7,667	38.3%
Inventories for resale	1,399	1,415	(16)	-1.1%
Portfolio investments	250,241	232,564	17,677	7.6%
Derivatives		88	(88)	-100.0%
Loans receivable	33,780	33,321	459	1.4%

Employee future benefits	44,641	36,677	7,964	21.7%
Investments in gov't business enterprises	4,907	4,131	776	18.8%
Non-Financial Assets				
Tangible capital assets	1,113,222	1,037,200	76,022	7.3%
Restricted endowment investments	470,829	455,457	15,372	3.4%
Inventories held for use	2,560	3,461	(901)	-26.0%
Prepaid expense	30,358	23,908	6,450	27.0%
Total Consolidated Assets	2,212,128	2,042,828	169,300	8.3%

UVic's assets consist of financial assets, which are available to discharge existing liabilities or finance future operations, and non-financial assets, such as land and buildings.

UVic's consolidated assets total \$2.2 billion as outlined in the table above. UVic's consolidated assets grew primarily because of growth in tangible capital assets from investments in new buildings and infrastructure renewal, an increase in cash and cash equivalents, and an increase in portfolio investments due to strong financial markets.

Cash and cash equivalents increased due to optimizing investment income with higher short-term yields. The decrease in due from governments reflects timing differences and year end funding. Portfolio investments include the university's working capital, investments underlying endowment expendable funds, investments related to sinking funds held for provincial debt, and supplemental pension obligations. The increase in portfolio investments is largely due to strong performance within the UVic Foundation's endowment investments and the university's working capital.

Employee future benefits represent a future asset for the Staff Pension Plan and liabilities for supplemental pension obligations, vested sick leave entitlements, and group life insurance plans. Investments in government business enterprises represent the equity held in controlled business operations of Heritage Realty Properties Ltd., the Vancouver Island Technology Park (VITP) Trust, and GSB Executive Education Inc.

Tangible capital assets include land, buildings, site improvements, library holdings, computers, equipment, and furnishings but excludes \$12.2 million of artwork and collections, as these are expensed under PSAS accounting. The net increase in tangible capital assets is largely due to the capital asset addition of Engineering Expansion and National Centre for Indigenous Laws.

Liabilities

<i>In thousands of dollars</i>	2025	2024	Variance	Variance %
Accounts payable and accrued liabilities	63,167	49,733	13,434	27.0%
Derivatives	157		157	
Due to governments	8,940	8,750	190	2.2%
Deferred revenue	26,366	26,991	(625)	-2.3%
Deferred contributions	342,379	306,553	35,826	11.7%
Deferred capital contributions	611,958	528,693	83,265	15.7%
Debt	125,441	127,481	(2,040)	-1.6%
Asset retirement obligations	58,009	53,712	4,297	8.0%
Total Liabilities	1,236,417	1,101,913	134,504	12.2%

UVic's liabilities include deferred contributions, which are externally restricted revenue that is not recognized until related expenses are incurred (e.g., research grants) and deferred capital contributions, which are externally restricted contributions for investment in capital assets amortized over the life of the related tangible capital assets. UVic's liabilities total \$1.2 billion as outlined in the table above.

Deferred contributions increased for both specific purpose funds related to endowment investments and research as outlined in note 12. During the year, deferred capital contributions increased \$83 million because of contributions for capital of \$118 million, less amortization. Debt decreased due to regular debt repayments. Asset retirement obligations related to buildings containing asbestos and other hazardous materials increased due to inflation and a revaluing of the asset retirement obligation as at March 31, 2025.

Accumulated Surplus

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
Unrestricted	18,082	13,309	4,773	35.9%
Remeasurement gains	10,412	7,301	3,111	42.6%
Internally restricted	135,520	116,907	18,613	15.9%
Invested in capital assets	340,868	347,941	(7,073)	-2.0%
Endowments	470,829	455,457	15,372	3.4%
Accumulated surplus	975,711	940,915	34,796	3.7%

Accumulated surplus represents the university's residual interest in its assets after deducting liabilities (net assets). It increased to \$976 million, which mostly represents restricted, spent or committed funds.

The majority of accumulated surplus is unavailable to fund operations as it is either restricted or has already been used to invest in buildings, equipment and other capital assets. Endowments are described in the following section. Unrestricted surplus consists primarily of balances arising from ancillary operations such as student housing and other entities that are consolidated in the Financial Statements (see related entities below). Remeasurement gains represent unrealized gains on university unrestricted or quasi endowment funds and the university's working capital arising after April 1, 2012

Internally Restricted Surplus

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
General operating	156,380	145,208	11,172	7.7%
Ancillary enterprises	23,295	23,813	(518)	-2.2%
Vacation pay and staff pension	44,492	36,727	7,765	21.1%
Capital	(88,647)	(88,841)	194	-0.2%
Total internally restricted	135,520	116,907	18,613	15.9%

Internally restricted surplus consists of balances set aside or appropriated by the Board of Governors for equipment replacement, capital improvements, and other nonrecurring expenditures. Internally restricted surplus increased during the year due to appropriations from the general operating fund as well as an increase in the staff pension plan asset.

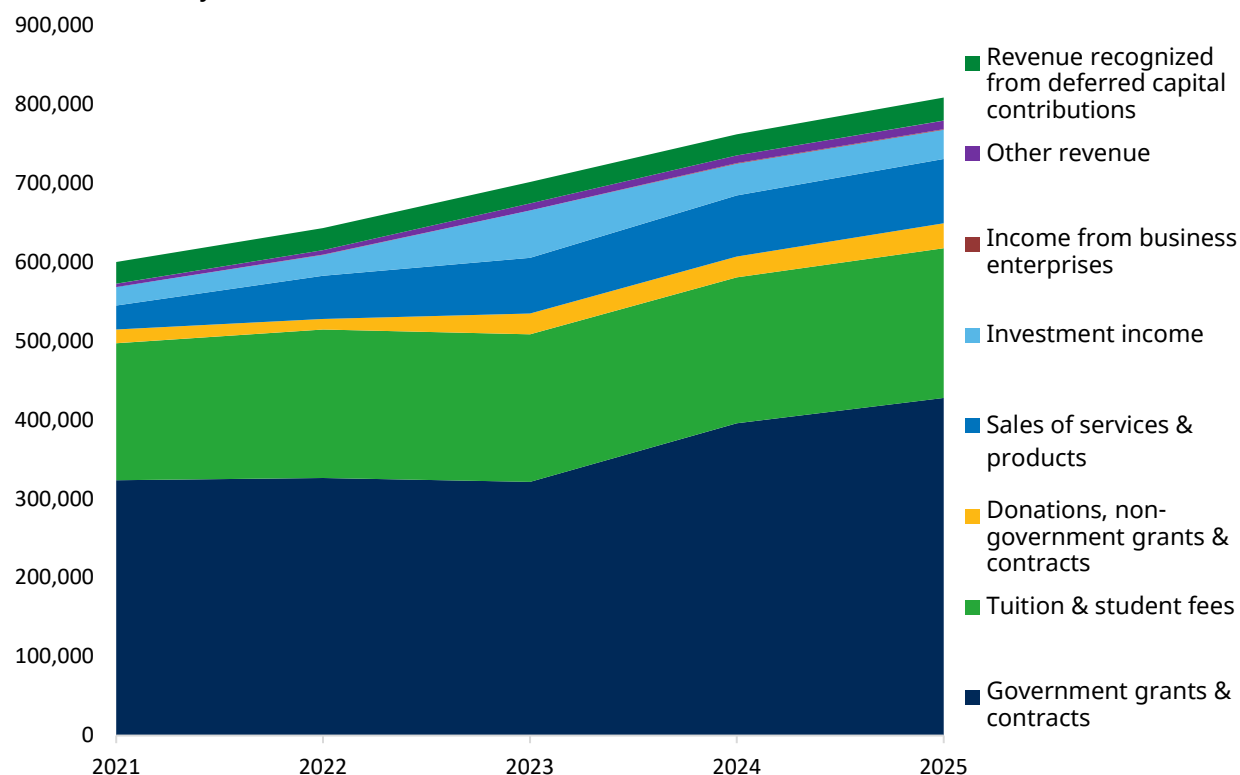
Consolidated Statement of Operations and Accumulated Surplus

Revenue

UVic's revenue is primarily from tuition and government grants, but the university also receives revenue from donations, investments, and ancillary operations. Consolidated revenue increased 6.1% to \$808 million.

Consolidated Revenue

in thousands of dollars



Revenue

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
Government grants & contracts	427,746	395,664	32,082	8.1%
Tuition & student fees	189,616	184,888	4,728	2.6%
Donations, non-government grants & contracts	31,638	26,285	5,353	20.4%
Sales of services & products	81,460	77,275	4,185	5.4%
Investment income	36,935	40,190	(3,255)	-8.1%
Income from business enterprises	750	1,081	(331)	-30.6%
Other revenue	10,850	9,697	1,153	11.9%
Revenue recognized from deferred capital contributions	29,299	26,672	2,627	9.8%
Total Revenue	808,294	761,752	46,542	6.1%

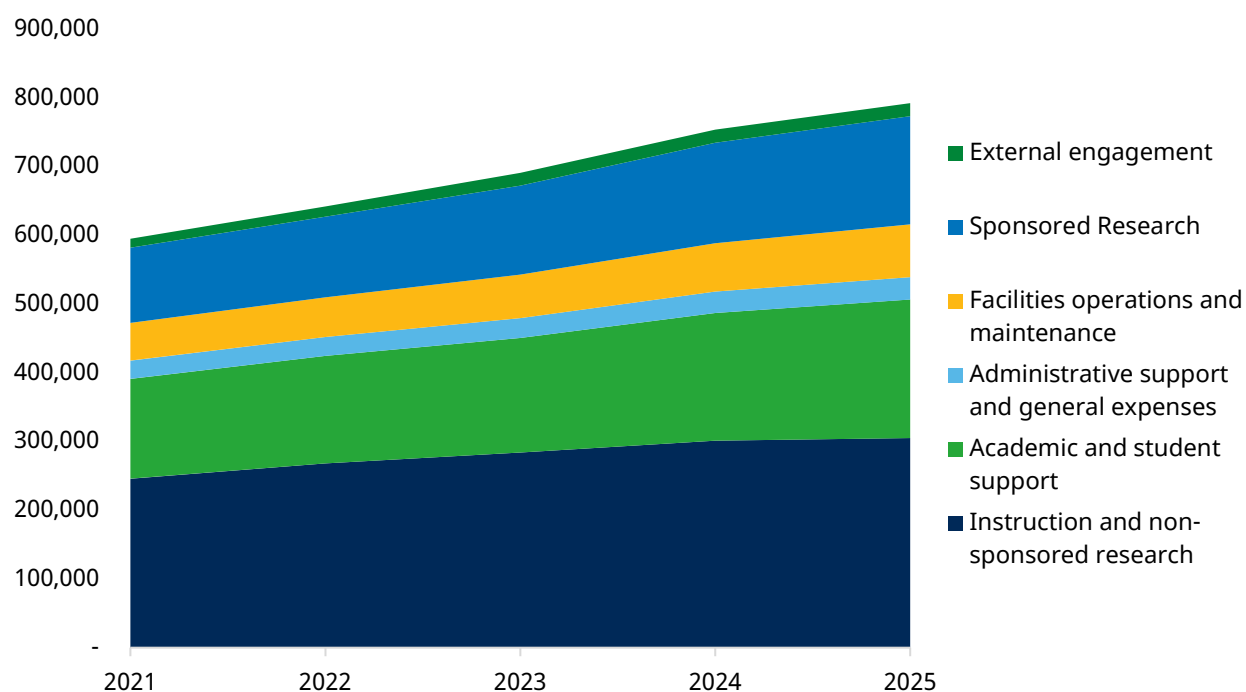
Government grants and contracts revenue is received from the Province of B.C. (71%), the Government of Canada (24%), and other governments (5%). Revenue from the Province increased by \$27.2 million overall, due mainly to funding for targeted program growth and related to salary increases resulting from collective bargaining. Annual grants received from the Province for capital purposes, including routine capital and specific project funding, were \$81.7 million.

Investment income decreased by \$3.3 million as 2023/24 included \$5.8 million of investment income from the settlement of an interest rate swap derivative on debt related to the student housing and dining project. This decrease was offset by increases in investment income related to endowments and the university's working capital. Endowments are outlined in a section below and the university maintains a separate pool of working capital investments, which generated a 5.2% return in 2024/25 (2023/24: 5.4%). These funds support the university's short- to medium-term liquidity and operational needs.

Overall, credit tuition increased to \$164.8 million. This reflects a 2% increase in domestic fees (Provincial Government policy limits annual domestic increases to 2%) and graduate international fees, and a 6.75% increase in undergraduate international fees.

Expense

Consolidated Expenses increased 5.1% to \$791.9 million reflecting increased salaries and benefits, supplies and services, travel, and scholarships, fellowship, and bursary expenses.

Consolidated Expenses by Function*in thousands of dollars***Expenses Reported by Object**

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
Salaries and benefits	515,926	492,485	23,441	4.8%
Travel	18,861	17,306	1,555	9.0%
Supplies and services	107,777	103,388	4,389	4.2%
Equipment rental and maintenance	11,225	9,880	1,345	13.6%
Utilities	8,252	9,050	(798)	-8.8%
Scholarships, fellowships & bursaries	61,599	56,688	4,911	8.7%
Cost of goods sold	10,751	10,591	160	1.5%
Interest on long term debt	5,572	5,574	(2)	0.0%
Depreciation	52,018	48,661	3,357	6.9%
Total Expenses	791,981	753,623	38,358	5.1%

Salaries and benefits represent 65% of total expenses and increased due to progression through the ranks, negotiated settlements, and hiring during the year. Travel, supplies and services, and cost of goods sold all increased. The highest percentage increase occurred in Equipment rental and maintenance, which rose by 13.6%, or \$1.35 million. Scholarships, fellowships & bursaries saw a significant boost of \$4.9 million reflecting increased support

for students. Utilities was the only category with a notable decrease, dropping due to a warmer winter compared to last year and a continued focus on energy efficiency measures.

Operating Surplus

The university ended the year with a modest consolidated operating surplus before donations and other adjustments related to the endowment of \$16.3 million or 2.0% of total revenues, up from 1.1% in the prior year. This increase is largely due to a larger gain on the staff pension plan, increased investment in tangible capital assets and positive operating fund result. These were offset by a reduction in ancillary results and a reduced restriction on capital as discussed below.

Operating Surplus

<i>In thousands of dollars</i>	2025	2024	Variance \$	Variance %
Designated Items				
Staff Pension actuarial gain	7,890	4,786	3,104	64.86%
Ancillary fund surplus	3,671	6,147	(2,476)	-40.28%
Invested in tangible capital assets	9,098	7,302	1,796	24.60%
Non-Designated Items				
Operating fund surplus (deficit)	12,804	8,711	4,093	46.99%
Gain from settlement of derivative	-	5,793	(5,793)	-100.00%
Operating fund restriction for capital	(10,000)	(15,000)	5,000	-33.33%
Other	(7,150)	(9,610)	2,460	-25.60%
Operating surplus	16,313	8,129	8,184	100.68%

Each year the university is required to invest in capital expenditures to meet program requirements and/or address deferred maintenance. While these expenditures are made each year, for accounting purposes the expenditures are not shown as an expense in the year made. Instead, the expenditure is expensed, or amortized, over the future life of the asset. The university received approval to restrict \$10 million of provincial grants for capital expenditures to provide for better matching of revenues and amortization. This restriction only reflects a portion of total capital spending and therefore the year's operating surplus is higher as capital expenditures are not reflected in the operating surplus.

Endowment

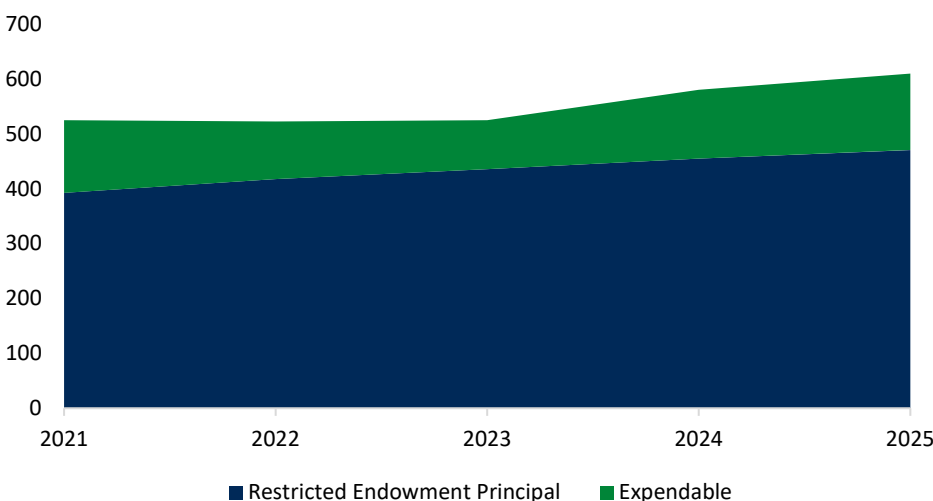
The endowment provides a stable, long-term funding stream to support scholarships, research, and other initiatives as defined by donors. As of March 31, 2025, the investments, held within the University of Victoria Foundation, had a fair market value of \$610.3 million. The endowment portfolio is comprised of 1,622 individual funds that support a wide range of donor-specified academic, research, and student initiatives. In 2024/25, these funds provided \$19.2 million.

The endowment is structured in two components:

- The principal, which includes restricted donations and capitalized investment income, is required to be maintained in perpetuity to preserve long-term support for designated purposes.
- The expendable portion, referred to as the income stabilization account, is recorded as deferred contributions. This account provides a cushion against market volatility and helps ensure consistent funding distributions. As of March 31, 2025, the stabilization account had a balance of \$127.9 million, representing 26.5% of the endowment principal (2023/24: \$114.3 million).

Endowment

in millions of dollars



Endowment investments are managed across eight investment mandates and generated a return of 8.3% for the year, compared to 13.4% in 2023/24. In line with donor intent and Foundation policies, a portion of investment income is capitalized each year to preserve the purchasing power of the endowment against inflation. During the year, restricted

endowment principal grew by \$11.1 million that was capitalized and by \$4.7 million in new donations.

The university's endowment continues to be a vital source of long-term financial support, and the prudent investment and stabilization strategy ensures sustainability and intergenerational equity in meeting donor commitments.

Related Entities

The university's consolidated financial statements include the following related entities:

Entity	Description	Entity Type	Consolidated Method
UVic Industry Partnerships	Assists with intellectual property management and commercialization of research discoveries	Wholly Owned By UVic	Fully consolidated
UVic Properties Investments Inc.	Manages the university's real estate holdings including the Vancouver Island Technology Park Trust.	Wholly Owned By UVic	Fully consolidated
Ocean Networks Canada Society	Manages the university's VENUS and NEPTUNE ocean observatories	Wholly Owned By UVic	Fully consolidated
Pacific Climate Impacts Consortium	Stimulates collaboration to produce climate information for education, policy and decision-making.	Wholly Owned By UVic	Fully consolidated
Byron Price & Associates Ltd.	Holds land in North Saanich that was donated to the university	Wholly Owned By UVic	Fully consolidated
University of Victoria Foundation	Encourage financial support of the university and administer the university's endowment funds	Wholly Owned By UVic	Fully consolidated
Foundation for the University of Victoria		Wholly Owned By UVic	Fully consolidated
U.S. Foundation for the University of Victoria		Wholly Owned By UVic	Fully consolidated
WCUMSS	Operates a marine research facility at Bamfield on the west coast of Vancouver Island	20% owned by UVic	Proportionate consolidation
Heritage Realty Properties Ltd.	Manages the property rental and downtown hotel and brew-pub operation donated by the late Michael C. Williams	Profit-oriented subsidiaries	Modified Equity
VITP	Provides leased space to technology companies on Vancouver Island	Profit-oriented subsidiaries	Modified Equity
GSB Executive Education Inc.	Provides executive education and other non-credit education	Profit-oriented subsidiaries	Modified Equity

Consolidated Financial Statements of

UNIVERSITY OF VICTORIA

And Independent Auditor's Report Thereon

Year ended March 31, 2025

STATEMENT OF ADMINISTRATIVE RESPONSIBILITY FOR FINANCIAL STATEMENTS

The University is responsible for the preparation and presentation of the accompanying consolidated financial statements, including responsibility for significant accounting judgments and estimates in accordance with Canadian public sector accounting standards and Treasury Board direction outlined in Note 2(a). This responsibility includes selecting appropriate accounting principles and methods and making decisions affecting measurement of transactions in which objective judgment is required. In fulfilling its responsibilities and recognizing the limits inherent in all systems, the University's management has developed and maintains a system of internal controls designed to provide reasonable assurance that the University assets are safeguarded from loss and that the accounting records are a reliable basis for the preparation of financial statements. The system of internal controls is monitored by the University's management.

The Board of Governors carries out its responsibility for review of the financial statements principally through its audit committee. The members of the Audit Committee are not officers or employees of the University. The Audit Committee meets with management and with the internal and external auditors to discuss the results of audit examinations and financial reporting matters. The auditors have full access to the Audit Committee, with and without the presence of management.

The consolidated financial statements have been examined by KPMG LLP, an independent firm of Chartered Professional Accountants. The Independent Auditor's Report outlines the nature of the examination and the opinion on the consolidated financial statements of the University for the year ended March 31, 2025.

On behalf of the University:

_____ Chair, Board of Governors

_____ Vice-President Finance and Operations



KPMG LLP

St. Andrew's Square II
800-730 View Street
Victoria BC V8W 3Y7
Canada
Telephone 250 480 3500
Fax 250 480 3539

INDEPENDENT AUDITOR'S REPORT

To the Board of Governors of the University of Victoria, and
To the Minister of the Ministry of Post-Secondary Education and Future Skills, Province of British Columbia

Opinion

We have audited the consolidated financial statements of the University of Victoria (the "Entity"), which comprise:

- the consolidated statement of financial position as at March 31, 2025
- the consolidated statement of operations and accumulated surplus for the year then ended
- the consolidated statement of changes in net debt for the year then ended
- the consolidated statement of remeasurement gains and losses for the year then ended
- the consolidated statement of cash flows for the year then ended
- and notes to the consolidated financial statements, including a summary of significant accounting policies

(hereinafter referred to as the "financial statements").

In our opinion, the accompanying financial statements as at and for the year ended March 31, 2025 of the Entity are prepared, in all material respects, in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia.

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 auditor's report.

We are independent of the Entity in accordance with the 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.

Emphasis of Matter - Financial Reporting Framework

We draw attention to Note 2(a) to the financial statements which describes the applicable financial reporting framework and the significant differences between that financial reporting framework and Canadian public sector accounting standards.

Our opinion is not modified in respect of this matter.



University of Victoria
Page 2

Other Information

Management is responsible for the other information. Other information comprises:

- Information, other than the financial statements and the auditor's report thereon, included in the Management Discussion and Analysis.

Our opinion on the financial statements does not cover the other information and we do not and will not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

We obtained the information, other than the financial statements and the auditor's report thereon, included in the Management Discussion and Analysis as at the date of this auditor's report. If, based on the work we have performed on this other information, we conclude that there is a material misstatement of this other information, we are required to report that fact in the auditor's report.

We have nothing to report in this regard.

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

Management is responsible for the preparation of the financial statements in accordance with the financial reporting provisions of Section 23.1 of the Budget Transparency and Accountability Act of the Province of British Columbia 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 Entity'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 Entity or to cease operations, or has no realistic alternative but to do so.

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

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 the 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.



University of Victoria
Page 3

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 Entity'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 Entity'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 Entity to cease to continue as a going concern.
- 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.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for the purposes of the group audit. We remain solely responsible for our audit opinion.

A handwritten signature in black ink that reads 'KPMG LLP' with a horizontal line underneath.

Chartered Professional Accountants

Victoria, Canada
May 28, 2025

UNIVERSITY OF VICTORIA

Consolidated Statement of Financial Position

As at March 31, 2025

(in thousands of dollars)

		2025	2024
Financial Assets			
Cash and cash equivalents	(Note 3)	\$ 213,714	\$ 175,040
Accounts receivable	(Note 4)	18,770	19,526
Due from governments	(Note 5)	27,707	20,040
Inventories for resale		1,399	1,415
Portfolio investments	(Note 6)	250,241	232,564
Derivatives	(Note 6)	-	88
Loans receivable	(Note 7)	33,780	33,321
Employee future benefits	(Note 8)	44,641	36,677
Investments in government business enterprises	(Note 9)	4,907	4,131
		595,159	522,802
Liabilities			
Accounts payable and accrued liabilities	(Note 11)	63,167	49,733
Derivatives	(Note 6)	157	-
Due to governments		8,940	8,750
Deferred revenue		26,366	26,991
Deferred contributions	(Note 12)	342,379	306,553
Deferred capital contributions	(Note 13)	611,958	528,693
Debt	(Note 14)	125,441	127,481
Asset retirement obligations	(Note 15)	58,009	53,712
		1,236,417	1,101,913
Net debt		(641,258)	(579,111)
Non-financial Assets			
Tangible capital assets	(Note 16)	1,113,222	1,037,200
Restricted endowment investments	(Note 6)	470,829	455,457
Inventories held for use		2,560	3,461
Prepaid expenses		30,358	23,908
		1,616,969	1,520,026
Accumulated surplus	(Note 18)	\$ 975,711	\$ 940,915
Accumulated surplus is comprised of:			
Endowments	(Note 19)	\$ 470,829	\$ 455,457
Invested in tangible capital assets		340,868	347,941
Internally restricted		135,520	116,907
Unrestricted		18,082	13,309
Accumulated operating surplus		965,299	933,614
Accumulated remeasurement gains		10,412	7,301
Accumulated surplus		\$ 975,711	\$ 940,915
Contractual rights (Note 20)	Contractual obligations (Note 21)	Contingent liabilities (Note 22)	

UNIVERSITY OF VICTORIA

Consolidated Statement of Operations and Accumulated Surplus

Year ended March 31, 2025

(in thousands of dollars)

	Budget (Note 2(p))	2025	2024
Revenue:			
Province of British Columbia grants	\$ 301,007	\$ 303,081	\$ 275,974
Government of Canada grants	103,138	103,635	101,116
Other government grants	23,200	21,030	18,574
Student tuition - credit courses	162,761	164,787	160,362
Student tuition - non-credit courses	21,095	24,829	24,526
Donations, non-government grants and contracts	23,200	31,638	26,285
Sales of services and products	84,985	81,460	77,275
Investment income	36,000	36,935	40,190
Income/(loss) from government business enterprises (Note 9)	-	750	1,081
Other revenue	6,000	10,850	9,697
Revenue recognized from deferred capital contributions (Note 13)	29,389	29,299	26,672
	790,775	808,294	761,752
Expenses: (Note 23)			
Instruction and non-sponsored research	315,987	304,909	301,274
Academic and student support	194,687	201,520	185,622
Administrative support and general expenses	32,693	32,468	31,171
Facility operations and maintenance	73,700	76,720	70,268
Sponsored research	153,349	157,409	146,209
External engagement	20,011	18,955	19,079
	790,427	791,981	753,623
Annual operating surplus	348	16,313	8,129
Restricted endowment contributions			
Endowment principal donations (Note 19)	8,000	4,736	6,288
Donations capitalized (Note 19)	8,000	10,636	13,025
	16,000	15,372	19,313
Annual surplus	16,348	31,685	27,442
Accumulated operating surplus, beginning of year	933,614	933,614	906,172
Accumulated operating surplus, end of year	\$ 949,962	\$ 965,299	\$ 933,614

UNIVERSITY OF VICTORIA

Consolidated Statement of Changes in Net Debt

Year ended March 31, 2025

(in thousands of dollars)

	Budget (Note 2(p))	2025	2024
Annual surplus	\$ 16,348	\$ 31,685	\$ 27,442
Acquisition of tangible capital assets	(169,045)	(125,848)	(106,210)
Increase in tangible capital assets related to asset retirement obligations	-	(2,192)	(3,355)
Amortization of tangible capital assets	52,842	52,018	48,661
	(116,203)	(76,022)	(60,904)
Increase in restricted endowment investments	-	(15,372)	(19,313)
Acquisition of inventories held for use	-	(971)	(1,588)
Acquisition of prepaid expense	-	(31,056)	(22,580)
Consumption of inventories held for use	-	1,872	1,278
Use of prepaid expense	-	24,606	20,521
	-	(20,921)	(21,682)
Net remeasurement gains	-	3,111	1,105
Increase in net debt	(99,855)	(62,147)	(54,039)
Net debt, beginning of year	(579,111)	(579,111)	(525,072)
Net debt, end of year	\$ (678,966)	\$ (641,258)	\$ (579,111)

UNIVERSITY OF VICTORIA

Consolidated Statement of Remeasurement Gains and Losses

Year ended March 31, 2025

(in thousands of dollars)

	2025	2024
Accumulated remeasurement gains, beginning	\$ 7,301	\$ 6,196
Unrealized gains (losses) attributed to:		
Portfolio investments	2,465	5,418
Derivatives	(245)	988
Foreign currency translation	891	492
Realized gains reclassified to the Consolidated Statement of Operations, attributed to:		
Derivatives	-	(5,793)
Net remeasurement gains for the year	3,111	1,105
Accumulated remeasurement gains, end of year	\$ 10,412	\$ 7,301

UNIVERSITY OF VICTORIA
Consolidated Statement of Cash Flows
Year ended March 31, 2025
(in thousands of dollars)

	2025	2024
Cash provided by (used in):		
Operations:		
Annual surplus	\$ 31,685	\$ 27,442
Items not involving cash		
Amortization of tangible capital assets	52,018	48,661
Revenue recognized from deferred capital contributions	(29,299)	(26,672)
Change in employee future benefits	(7,964)	(3,939)
Change in investments in government business enterprises	(776)	(761)
Unrealized remeasurement gains on foreign exchange	891	492
Amortization of debt discount	511	490
Accretion expense	2,105	1,528
Changes in non-cash operating working capital:		
Decrease (increase) in accounts receivable	756	(3,833)
(Increase) decrease in loans receivable	(459)	273
Decrease (increase) in inventories	917	(450)
Increase in prepaid expenses	(6,450)	(2,059)
Increase (decrease) in accounts payable and accrued liabilities	13,434	(9,004)
(Decrease) increase in due to/from government organizations	(7,477)	12,862
(Decrease) increase in deferred revenue	(625)	4,125
Increase in deferred contributions	35,826	67,093
Net change from operating activities	85,093	116,248
Capital activities:		
Acquisition of tangible capital assets	(125,848)	(106,210)
Net change from capital activities	(125,848)	(106,210)
Investing activities:		
Net acquisition of portfolio investments	(15,212)	(17,277)
Net acquisition of restricted endowment investments	(15,372)	(19,313)
Net change from investing activities	(30,584)	(36,590)
Financing activities:		
Proceeds of debt	-	23,876
Repayment of debt	(2,551)	(29,799)
Receipt of deferred capital contributions	112,564	60,758
Net change from financing activities	110,013	55,325
Net change in cash and cash equivalents	38,674	28,283
Cash and cash equivalents, beginning of year	175,040	146,757
Cash and cash equivalents, end of year	\$ 213,714	\$ 175,040

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

1. Authority and purpose

The University of Victoria (the “University”) operates under the authority of the *University Act* of British Columbia. The University is a not-for-profit entity governed by a 15 member Board of Governors, eight of whom are appointed by the government of British Columbia including two on the recommendation of the Alumni Association. The University is a registered charity and is exempt from income taxes under section 149 of the *Income Tax Act*.

2. Summary of significant accounting policies

The consolidated financial statements of the University are prepared by management in accordance with the basis of accounting described below. Significant accounting policies of the University are as follows:

(a) Basis of accounting

The consolidated financial statements have been prepared in accordance with Section 23.1 of the *Budget Transparency and Accountability Act* of the Province of British Columbia supplemented by Regulations 257/2010 and 198/2011 issued by the Province of British Columbia Treasury Board.

The *Budget Transparency and Accountability Act* requires that the consolidated financial statements be prepared in accordance with the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada, or if the Treasury Board makes a regulation, the set of standards and guidelines that comprise generally accepted accounting principles for senior governments in Canada as modified by the alternate standard or guideline or part thereof adopted in the regulation.

Regulation 257/2010 requires all taxpayer supported organizations in the Schools, Universities, Colleges and Hospitals sectors to adopt Canadian public sector accounting standards without any PS4200 elections related to not-for-profit accounting standards.

Regulation 198/2011 requires that restricted contributions received or receivable are to be reported as revenue depending on the nature of the restrictions on the use of the funds as follows:

- Contributions for the purposes of acquiring or developing a depreciable tangible capital asset or contributions in the form of a depreciable tangible capital asset are to be deferred and recognized in revenue at the same rate that amortization of the related tangible capital asset is recorded.
- Contributions restricted for specific purposes other than those for the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the period in which the stipulation or restriction on the contributions have been met.

For British Columbia taxpayer supported organizations, these contributions include government transfers and externally restricted contributions.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(a) Basis of accounting (continued)

The accounting policy requirements under Regulation 198/2011 are significantly different from the requirements of Canadian public sector accounting standards which requires that:

- government transfers, which do not contain a stipulation that creates a liability, be recognized as revenue by the recipient when approved by the transferor and the eligibility criteria have been met in accordance with public sector accounting standard PS3410; and
- externally restricted contributions be recognized as revenue in the period in which the resources are used for the purpose or purposes specified in accordance with public sector accounting standard PS3100.

As a result, revenue recognized in the consolidated statement of operations and accumulated surplus and certain related deferred capital contributions would be recorded differently under Canadian public sector accounting standards.

(b) Basis of consolidation

(i) Consolidated entities

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of organizations which are controlled by the University. Controlled organizations are consolidated except for government business enterprises which are accounted for by the modified equity method. Inter-organizational transactions, balances, and activities have been eliminated on consolidation.

The following organizations are controlled by the University and fully consolidated in these financial statements:

- UVic Industry Partnerships (formerly University of Victoria Innovation and Development Corporation) which facilitates research partnerships between the private sector and the University.
- University of Victoria Properties Investments Inc. which manages the University's real estate holdings including the Vancouver Island Technology Park Trust.
- Ocean Networks Canada Society which manages the University's VENUS and NEPTUNE ocean observatories.
- Pacific Climate Impacts Consortium which stimulates collaboration to produce climate information for education, policy and decision making.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(b) Basis of consolidation (continued)

(i) Consolidated entities (continued)

- University of Victoria Foundation, the Foundation for the University of Victoria, and the U.S. Foundation for the University of Victoria which encourage the financial support of the University and administer the University's endowment funds.
- Byron Price & Associates Ltd. which holds land in North Saanich.

(ii) Investment in government business enterprises

Government business enterprises are accounted for by the modified equity method. Under this method, the University's investment in the business enterprise and its net income and other changes in equity are recorded. No adjustment is made to conform the accounting policies of the government business enterprise to those of the University other than if other comprehensive income exists, it is accounted for as an adjustment to accumulated surplus (deficit). Inter-organizational transactions and balances have not been eliminated, except for any profit or loss on transactions between entities of assets that remain within the entities controlled by the University.

The following organizations are controlled by the University and consolidated in these financial statements using the modified equity basis:

- Heritage Realty Properties Ltd. which manages the property rental and downtown hotel and brew-pub operation donated by the late Michael C. Williams.
- Vancouver Island Technology Park Trust which provides leased space to high-technology companies on Vancouver Island.
- GSB Executive Education Inc. provides executive training and other non-credit education.

(iii) Investment in government partnerships

Government partnerships that are business partnerships are accounted for by the modified equity method. Accounting policies of the business partnership are not conformed to those of the partners before the equity pick-up. The University is not party to any government business partnerships.

Government partnerships that are not wholly controlled business partnerships are accounted for under the proportionate consolidation method. The University accounts for its share of the partnership on a line by line basis on the financial statements and eliminates any inter-organizational transactions and balances. Accounting policies of the partnership, which is not a business partnership, are conformed to those of the University before it is proportionately consolidated.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(b) Basis of consolidation (continued)

(iii) Investment in government partnerships (continued)

The following organization is a government partnerships and is proportionately consolidated in these financial statements:

- Western Canadian Universities Marine Sciences Society (WCUMSS) which operates a marine research facility at Bamfield on the west coast of Vancouver Island. These financial statements include the University's 20% interest.

(iv) Trusts under administration

Trusts administered by the University are not consolidated in the financial statements as the assets are not held for the benefit of the University.

(v) Funds held in trust

Funds held in trust by the University as directed by agreement or statute for certain beneficiaries are not included in the University's consolidated financial statements.

(c) Cash and cash equivalents

Cash and cash equivalents include highly liquid investments readily convertible to known amounts of cash and subject to insignificant risk of changes in value. They are held for the purpose of meeting short-term cash commitments rather than investing.

(d) Loans receivable

Loans receivable are recorded at amortized cost. Interest is accrued on loans receivable to the extent it is deemed collectable.

(e) Financial instruments

Financial instruments are classified into two categories: fair value or cost.

(i) Fair value category

Portfolio instruments that are quoted in an active market and derivative instruments are reflected at fair value as at the reporting date. Other financial instruments designated to be recorded at fair value are endowment and portfolio investments. Transaction costs related to the acquisition of investments are recorded as an expense. Sales and purchases of investments are recorded at trade date.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(e) Financial instruments (continued)

(i) Fair value category (continued)

Unrealized gains and losses on financial assets are recognized in the consolidated statement of remeasurement gains and losses until such time that the financial asset is derecognized due to disposal or impairment. At the time of derecognition, the related realized gains and losses are recognized in the consolidated statement of operations and accumulated surplus and related balances reversed from the consolidated statement of remeasurement gains and losses. Unrealized gains and losses in endowment investments, where earnings are restricted as to use, are recorded as deferred contributions and recognized in revenue when disposed and when related expenses are incurred. Restricted unrealized gains spent to meet current year endowment expenses or capitalization transfers are recorded in the consolidated statement of remeasurement gains and losses. Canadian public sector accounting standards require an organization to classify fair value measurements using a fair value hierarchy, which includes three levels of information that may be used to measure fair value:

- Level 1 – Unadjusted quoted market prices in an active market for identical assets or liabilities;
- Level 2 – Observable or corroborated inputs, other than level 1, such as quoted prices for similar assets or liabilities in active markets or market data for substantially the full term of the assets or liabilities; and
- Level 3 – Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets and liabilities.

(ii) Cost category

Gains and losses are recognized in the consolidated statement of operations and accumulated surplus when the financial asset is derecognized due to disposal or impairment and the gains and losses are recognized at amortized cost using the effective interest method; accounts payable and accrued liabilities and debt are measured at amortized cost using the effective interest method.

The underwriting discount along with consulting fees relating to the debenture issuances are capitalized and amortized to match the term of the long-term debenture. Amortization is calculated based on the effective interest rate method.

(f) Short-term investments

Short-term investments are comprised of money market securities and other investments with maturities that are capable of prompt liquidation. Short-term investments are cashable on demand and are recorded at cost based on the transaction price on the trade date. All interest income, gains and losses are recognized in the period in which they arise.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(g) Inventories for resale

Inventories held for resale, including books, merchandise and food are recorded at the lower of cost or net realizable value. Cost includes the original purchase cost, plus shipping and applicable duties. Net realizable value is the estimated selling price less any costs to sell.

(h) Asset retirement obligations

An asset retirement obligation ("ARO") is recognized when, as at the financial reporting date, all of the following criteria are met:

- There is a legal obligation to incur retirement costs in relation to a tangible capital asset
- The past transaction or event giving rise to the liability has occurred
- It is expected that future economic benefits will be given up; and
- A reasonable estimate of the amount can be made

Certain buildings owned by the University contain asbestos and other hazardous materials. The ARO liability for the removal of asbestos and other hazardous materials in buildings owned by the University has been recognized based on the estimated future expenses to remediate the buildings.

Under the modified retrospective method, the assumptions used on initial recognition are those as of the date of adoption of the standard. Assumptions used in the subsequent calculations are revised annually. When the amount and timing of future cash flows of a remediation or demolition of a project are known, the liability is discounted using a present value calculation, and adjusted yearly for accretion expense up to the time the project commences.

The recognition of the ARO liability resulted in an accompanying increase to the respective tangible capital assets. The increase in building assets is being amortized in accordance with the amortization accounting policy outlined in Note 2(i)(i).

(i) Non-financial assets

Non-financial assets are not available to discharge existing liabilities and are held for use in the provision of services. They have useful lives extending beyond the current year and are not intended for sale in the ordinary course of operations.

(i) Tangible capital assets

Tangible capital assets are recorded at cost, which includes amounts that are directly attributable to acquisition, construction, development or betterment of the asset. Interest is capitalized during construction whenever external debt is issued to finance the construction of tangible capital assets.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(i) Non-financial assets (continued)

(i) Tangible capital assets (continued)

The cost, less residual value of the tangible capital assets, are amortized on a straight line basis over their estimated useful lives. Land is not amortized as it is deemed to have a permanent value.

Asset	Straight line Rate
Buildings - Concrete	50 years
Buildings - Woodframe	30 years
Buildings - Heritage	35 years
Site Improvements	30 years
Equipment - Computing	3 years
Equipment - Other	8 years
Information Systems	8 years
Furnishings	8 years
Library Holdings	10 years
Ships/Vessels	25 years

Donated assets are recorded at fair value at the date of donation. In unusual circumstances where fair value cannot be reasonably determined, the tangible capital asset would be recorded at a nominal value.

Assets under construction are not amortized until the asset is available for productive use.

Tangible capital assets are written down when conditions indicate that they no longer contribute to the University's ability to provide goods and services, or when the value of future economic benefits associated with the tangible capital assets are less than their net book value.

(ii) Works of art and historic assets

Works of art and historic assets are not recorded as assets in these financial statements.

(iii) Leased capital assets

Leases which transfer substantially all of the benefits and risks incidental to ownership of property are accounted for as leased tangible capital assets. All other leases are accounted for as operating leases and the related payments are charged to expenses as incurred.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(i) Non-financial assets (continued)

(iv) Inventories held for use

Inventories held for use are recorded at the lower of cost and replacement cost.

(j) Employee future benefits

The costs of pension and other future employee benefits are recognized on an accrual basis over the working lives of employees as detailed in Note 8.

(k) Revenue recognition

Tuition and student fees and sales of goods and services are reported as revenue at the time the services are provided or the products are delivered, and collection is reasonably assured.

Unrestricted donations and grants are recorded as revenue when receivable if the amounts can be estimated and collection is reasonably assured.

Restricted donations and grants are reported as revenue depending on the nature of the restrictions on the use of the funds by the contributors as follows:

- (i) Contributions for the purpose of acquiring or developing a depreciable tangible capital asset or in the form of a depreciable tangible capital asset, in each case for use in providing services are recorded and referred to as deferred capital contributions and recognized in revenue at the same rate that amortization of the tangible capital asset is recorded. The reduction of the deferred capital contributions and the recognition of the revenue are accounted for in the fiscal period during which the tangible capital asset is used to provide services.
- (ii) Contributions restricted for specific purposes other than for those to be held in perpetuity or the acquisition or development of a depreciable tangible capital asset are recorded as deferred contributions and recognized in revenue in the year in which the stipulation or restriction on the contribution have been met.
- (iii) Contributions restricted to be retained in perpetuity, allowing only the investment income earned thereon to be spent are recorded as restricted endowment contributions in the statement of operations and accumulated surplus for the portion to be held in perpetuity and as deferred contributions for any restricted investment income earned thereon.

Investment income includes interest recorded on an accrual basis and dividends recorded as declared, realized gains and losses on the sale of investments, and write-downs on investments where the loss in value is determined to be other-than-temporary.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(l) Pledges, gifts-in-kind and contributed services

Pledges from donors are recorded when payment is received by the University or the transfer of property is completed since their ultimate collection cannot be reasonably assured until that time. Gifts-in-kind include securities and equipment which are recorded in the financial statements at their fair market value at the time of donation. The value of contributed services is not determinable and is not recorded in the financial statements.

(m) Use of estimates

Preparation of the financial statements in accordance with Canadian public sector accounting standards requires management to make estimates and assumptions. These estimates and assumptions affect the reported amounts of assets, liabilities, and related disclosures. Key areas where management has made estimates and assumptions include those related to the amortization period of tangible capital assets, asset retirement obligations, valuation allowances for receivables and inventories, the valuation of financial instruments and assets and obligations related to employee future benefits. Where actual results differ from these estimates and assumptions, the impact will be recorded in future periods when the difference becomes known.

(n) Foreign currency translation

Transactions in foreign currencies are translated into Canadian dollars at the exchange rate in effect on the transaction date. Monetary assets and liabilities denominated in foreign currencies and non-monetary assets and liabilities which were designated in the fair value category under the financial instrument standard are reflected in the financial statements in equivalent Canadian dollars at the exchange rate in effect on the statement of financial position date. Any gain or loss resulting from a change in rates between the transaction date and the settlement date or statement of financial position date is recognized in the consolidated statement of remeasurement gains and losses. In the period of settlement, any exchange gain or loss is reversed out of the consolidated statement of remeasurement gains and losses, and reflected in the consolidated statement of operations and accumulated surplus.

(o) Functional classification of expenses

Expenses on the consolidated statement of operations and accumulated surplus have been classified based on functional lines of service provided by the University. The outline of services provided by each function is as follows:

- (i) Instruction and non-sponsored research - This function includes expenses related to all direct educational delivery within the institution. This would include credit and non-credit courses, diploma, certificate and degree granting programs; continuing education; developmental education and on-line delivery. Costs associated with this function include the Deans, Directors and Chairs; instructional administration; and support staff and support costs related to these activities. Non-sponsored research is research activity funded by the university and includes faculty research start-ups; the Office of the Vice President of Research and Innovation and associated research projects; and research centres.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

2. Summary of significant accounting policies (continued)

(o) Functional classification of expenses (continued)

- (ii) Academic and student support - This function includes activities that directly support the academic functions of the University as well as centralized functions that support individual students or groups of students. These include: libraries; records and admissions; scheduling; student service administration; student recruitment; co-op programming; counseling and career services; financial aid administration; scholarships and bursaries; student social development and recreation; Office of Indigenous Affairs; student computer labs. Also included are costs associated with Ancillary Operations (including interest and amortization) such as the bookstore and regalia; residence housing, food, conference and child care services.
- (iii) Administrative support and general expenses - This function includes activities that support the institution as a whole such as the Office of the President; the University Secretary and the Board of Governors; finance and financial operations; internal audit; budget and planning; human resources; general counsel; institutional research; and a portion of informational technology and telecommunications.
- (iv) Facility operations and maintenance - This function includes the operations and maintenance of the physical plant and plant equipment for all institutional activities; capital asset amortization expense for building, site and plant equipment; accretion expense on asset retirement obligations; utilities; facilities administration; custodial services; landscaping and grounds keeping; major repairs and renovations; security services and capital-related interest. This function also includes the ancillary operations of parking services and the University of Victoria Broad St. properties; Heritage Realty Properties Ltd.; and University of Victoria Properties Investments Inc.
- (v) Sponsored research - This function includes research activities specifically funded by contracts with and/or grants from external organizations and undertaken within the institution to produce research outcomes. Also included are joint ventures such as WCUMSS and subsidiaries such as the Pacific Climate Impacts Consortium and Ocean Networks Canada Society, solely incorporated for sponsored research.
- (vi) External engagement - This function includes all activities provided in support of ongoing external relations. These activities include advancement and development (fundraising); alumni relations; community and government relations; corporate relations; marketing and communications; ceremonies; and art galleries.

(p) Budget figures

Budget figures have been provided for comparative purposes. The budget was approved by the Board of Governors of the University on September 24, 2024 and provided to the Province. The budget is reflected in the consolidated statement of operations and accumulated surplus and the consolidated statement of changes in net debt.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

3. Cash and cash equivalents

	2025	2024
Cash	\$ 72,021	\$ 40,665
Short-term investments	141,693	134,375
	\$ 213,714	\$ 175,040

4. Accounts receivable

	2025	2024
Revenues receivable	\$ 22,671	\$ 23,339
Accrued interest receivable	841	737
Less: provision for doubtful accounts	(4,742)	(4,550)
	\$ 18,770	\$ 19,526

5. Due from governments

	2025	2024
Federal government	\$ 20,720	\$ 14,076
Provincial government	6,045	5,492
Other	942	472
	\$ 27,707	\$ 20,040

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

6. Financial instruments

Financial assets and liabilities recorded at fair value are comprised of the following:

(a) Portfolio investments

Fair Value Hierarchy		2025	2024
Portfolio investments carried at fair value:			
Various pooled bond and mortgage funds	Level 1	\$ 152,513	\$ 133,088
Canadian equities	Level 1	2,026	2,085
Global equities	Level 1	61,990	63,048
Infrastructure, real estate and private equity	Level 3	31,810	32,320
		248,339	230,541
Portfolio investments at cost which approximates fair value:			
Short-term investments		830	1,276
Cash		999	662
Other		73	85
Total portfolio investments		\$ 250,241	\$ 232,564

(b) Restricted endowment investments

Fair Value Hierarchy		2025	2024
Restricted endowment investments carried at fair value:			
Various pooled bond and mortgage funds	Level 1	\$ 58,632	\$ 67,273
Global equities	Level 1	287,829	270,979
Infrastructure and real estate	Level 3	116,510	108,640
		462,971	446,892
Restricted endowment investments at cost which approximates fair value:			
Short-term investments		4,173	5,859
Cash		3,685	2,706
Total restricted endowment investments		\$ 470,829	\$ 455,457

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

6. Financial instruments (continued)

(c) Derivatives (See note 14 for breakdown of debt related to derivatives):

	Fair Value Hierarchy	2025	2024
Derivatives - interest rate swaps on debt quoted at fair value:			
Province of British Columbia floating interest rate fixed at 3.56%, commencing 2024 through 2034, unsecured	Level 2	(157)	88
Total derivatives		\$ (157)	\$ 88

7. Loans receivable

	2025	2024
Various employees		
Electric bike loans to employees, interest free for 1-2 years, no renewal option, unsecured	\$ 52	\$ 96
Various faculty and senior administrators		
Home relocation loans, interest free for 5 years with option for further renewal unless employment ceases, secured by second mortgages	6,577	6,511
Heritage Realty Properties Ltd.		
Promissory note receivable, interest at Royal Bank Prime + 2.0%, due March 31, 2026, secured by an unregistered equitable mortgage	10,634	10,634
Vancouver Island Technology Park Trust loans receivable		
Promissory note, secured by an unregistered equitable mortgage	8,648	8,648
Interest at 5.13%, due April 2030, unsecured	5,078	5,931
Interest at 6.13%, due April 2030, unsecured	1,291	1,501
Interest at 5.25%, payable on demand, unsecured	1,500	-
	\$ 33,780	\$ 33,321

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

8. Employee future benefits

Employee future benefits arise in connection with the University's group life insurance and accumulated sick leave plans. The University also maintains pension plans, and other retirement and supplementary benefit arrangements for substantially all of its continuing employees.

Summary of employee future benefit assets:

		2025	2024
Staff pension plan	(Note 8(a)(ii))	\$ (57,428)	\$ (49,538)
Supplemental pension obligations	(Note 8(a)(i))	10,702	9,751
Special accumulated sick leave	(Note 8(b))	1,847	2,541
Basic group life insurance plan		238	569
		\$ (44,641)	\$ (36,677)

(a) Pension benefits

(i) Combination plan

The pension fund for full-time continuing faculty and administrative and academic professional staff is referred to as the Combination Plan. The plan's benefits are derived primarily from defined contributions with a defined benefit minimum. The plan has been accounted for as a defined contribution plan. The employees make contributions equal to 4.00% of salary up to the year's maximum pensionable earnings ("YMPE") plus 6.00% of salary in excess of the YMPE. The University makes contributions equal to 6.37% of salary up to the YMPE plus 8.00% of salary in excess of the YMPE. The university also contributes 4.00% of salary to fund the defined benefit minimum. The latest actuarial valuation for funding purposes as at December 31, 2021 showed that the accrued formula pension benefit liabilities of the Combination Plan were fully funded. The next valuation will be as at December 31, 2024 and is expected to be completed in September 2025. A solely defined contribution plan is available for part-time faculty and administrative and academic professional staff who meet certain eligibility criteria. The University has made contributions to these two plans during the year of \$29,536,000 (2024 - \$30,408,000) and recorded them as a pension expense.

The University provides supplemental pensions in excess of those provided under registered plans. They are fully funded out of the general assets of the University. The accrued liabilities of these arrangements total \$10,702,000 as at March 31, 2025 (2024 - \$9,751,000). The University paid supplemental benefits of \$894,000 in the year (2024 - \$611,000) and recorded employee benefit expense of \$1,010,000 (2024 - \$1,045,000).

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

8. Employee future benefits (continued)

(a) Pension benefits (continued)

(ii) Staff plan

The Staff Pension Plan (the "Plan") is a contributory defined benefit pension plan made available to regular staff employees that are eligible to join the Plan. The Plan provides pensions based on credited service and final average salary. Based on membership data as at the last actuarial valuation as at December 31, 2022, the average age of the 1,132 active employees covered by the Plan is 48.3. In addition, there are 745 former employees who are entitled to deferred pension benefits averaging \$298 per month. At December 31, 2022, there were 986 pensioners receiving an average monthly pension of \$1,089. The employees make contributions equal to 4.53% of salary that does not exceed the YMPE plus 6.28% of salary in excess of the YMPE. A separate pension fund is maintained. The University makes contributions to the plan in line with recommendations contained in the actuarial valuation. Though the University and the employees both contribute to the pension fund, the University retains the full risk of the accrued benefit obligation. The pension fund assets are invested primarily in Universe bonds and equities.

The University has made contributions to the Plan during the year of \$6,543,000 (2024 – \$6,526,000). The Plan paid benefits in the year of \$16,364,000 (2024 – \$15,670,000).

The net pension asset at March 31 includes the following components:

	2025	2024
Accrued benefit obligation	\$ 285,253	\$ 274,396
Pension fund assets	(358,941)	(340,147)
	(73,688)	(65,751)
Unamortized actuarial gains	16,260	16,213
Net asset	\$ (57,428)	\$ (49,538)

Actuarial valuations are performed triennially using the projected benefit prorated method. The latest triennial actuarial valuation completed as at December 31, 2022 reported a going concern surplus and a solvency deficiency (i.e. if the plan were to be wound up on that date) of \$57,243,000. The next required valuation will be as at December 31, 2025, which will be completed in the summer of 2026. As of March 31, 2025, The *Pension Benefits Standards Act* of British Columbia requires minimum annual contributions or the use of letters of credit to fund a portion of the solvency deficiency if the plan's solvency ratio is below 85%. The University has not been required to hold a letter of credit since 2023.

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

8. Employee future benefits (continued)

(a) Pension benefits (continued)

(ii) Staff plan (continued)

This requirement for a letter of credit will be reassessed in conjunction with the next plan valuation and updated solvency funding level. The accrued benefit obligation shown for 2025 is based on an extrapolation of that 2022 valuation. There is an unamortized gain to be amortized on a straight-line basis over the expected average remaining service life of the related employee group (9 years).

The actuarial valuation was based on a number of assumptions about future events, such as inflation rates, interest rates, wage and salary increases and employee turnover and mortality. The assumptions used reflect the University's best estimates. The expected inflation rate is 2%. The discount rate used to determine the accrued benefit obligation is 6.6%. Pension fund assets are valued at market value as at December 31, 2024.

The expected rate of return on pension fund assets is 6.6%. The actual rate of return on Plan assets in 2024 was 10.1%. The total expenses related to pensions include the following components:

	2025	2024
Current period benefit cost	\$ 8,653	\$ 8,923
Amortization of actuarial gains	(3,529)	(1,295)
	5,124	7,628
Less: Employee contributions	(2,511)	(2,564)
Pension benefit expense	2,613	5,064
Interest cost on the average accrued benefit obligation	17,942	17,243
Expected return on average pension plan assets	(22,056)	(20,479)
Pension interest income	(4,114)	(3,236)
Total pension expense (income)	\$ (1,501)	\$ 1,828

The Supplementary Retirement Benefit Account is a separate fund available to provide pensioners over the age of 65 with supplemental indexing against inflation beyond that provided by the basic plan above. It is accounted for as a defined contribution plan, with University contributions during the year of \$143,000 (2024 – \$142,000).

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

8. Employee future benefits (continued)

(b) Special accumulated sick leave benefit liability

Certain unionized employees of the University are entitled to a special vested sick leave benefit in accordance with the terms and conditions of their collective agreements. Employees who accumulate and maintain a minimum balance of regular sick leave may opt to transfer sick days into this special accumulating and vested benefit. The University recognizes a liability and an expense as days are transferred into this benefit. At March 31, 2025 the balance of this special accumulated sick leave was \$1,847,000 (2024 – \$2,541,000).

(c) Other long-term disability plan

An insured long-term disability plan funded entirely by the University was commenced for other staff on July 1, 2000. The University's contribution for the year ending March 31, 2025 was \$1,436,000 (2024 – \$1,407,000).

9. Investments in government business enterprises

The University controls three profit-oriented subsidiaries which are recorded using the modified equity method of accounting. The three entities are Heritage Realty Properties Ltd., Vancouver Island Technology Park Trust and GSB Executive Education Inc.

Change in equity in government business enterprises:

	2025	2024
Equity at beginning of year	\$ 1,724	\$ 643
Dividends/distributions paid	(559)	-
Surplus for the year	750	1,081
Equity at end of year	1,915	1,724
Dividends/distributions payable	7,625	7,040
Eliminate gain on property transfer	(4,633)	(4,633)
Investment in government business enterprises	\$ 4,907	\$ 4,131

Condensed financial information of these government business enterprises are as follows:

Consolidated Statement of Financial Position

	2025	2024
Assets	\$ 44,075	\$ 43,301
Liabilities	(42,160)	(41,577)
Equity	\$ 1,915	\$ 1,724

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

9. Investments in government business enterprises (continued)

Consolidated Statement of Operations

	2025	2024
Revenue	\$ 12,238	\$ 16,464
Expenses	(11,488)	(15,383)
Surplus for the year	\$ 750	\$ 1,081

10. Investments in government partnerships

The University is one of five university members of the Western Canadian Universities Marine Sciences Society (WCUMSS) for marine field research. The University provided a grant to the Society in 2025 of \$283,100 (2024 – \$273,400). WCUMSS financial results are proportionately consolidated with those of the University based upon the University's share of its total contributions of 20% (2024 – 20%).

The proportionate amounts included in these consolidated financial statements are as follows:

Consolidated Statement of Financial Position

	2025	2024
Financial assets	\$ 233	\$ 309
Liabilities	(432)	(371)
Net debt	(199)	(62)
Non-financial assets	1,419	1,209
Accumulated surplus	\$ 1,220	\$ 1,147

Consolidated Statement of Operations

	2025	2024
Revenue	\$ 1,308	\$ 696
Expenses	(1,303)	(860)
Surplus (deficit) for the year	\$ 5	\$ (164)

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

11. Accounts payable and accrued liabilities

	2025	2024
Accounts payable and accrued liabilities	\$ 39,475	\$ 30,608
Salaries and benefits payable	9,761	5,337
Accrued vacation pay	13,931	13,788
	\$ 63,167	\$ 49,733

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

12. Deferred contributions

Deferred contributions are comprised of funds restricted for the following purposes:

	2025	2024
Specific purpose (including endowment earnings)	\$ 188,185	\$ 165,486
Research	142,306	125,045
Capital	11,888	16,022
	\$ 342,379	\$ 306,553

	2025				
	Specific Purpose	Research	Capital	Total	2024
Balance, beginning of year	\$ 165,486	\$ 125,045	\$ 16,022	\$ 306,553	\$ 239,460
Contributions and endowment investment income	73,441	157,305	1,694	232,440	252,972
Revenue recognized from deferred contributions	(50,742)	(140,044)	(691)	(191,477)	(184,589)
Transfer to deferred capital contributions	-	-	(5,137)	(5,137)	(1,290)
Balance, end of year	\$ 188,185	\$ 142,306	\$ 11,888	\$ 342,379	\$ 306,553

The balance shown under specific purpose includes accumulated unrealized gains of \$112,187,000 (2024 – \$101,011,000) from endowment investments.

13. Deferred capital contributions

Contributions that are restricted for capital are referred to as deferred capital contributions. Amounts are recognized into revenue at the same rate that amortization of the related tangible capital asset is recorded.

Treasury Board provided direction on accounting treatment as disclosed in Note 2(a). Changes in the deferred capital contributions balance are as follows:

	2025	2024
Balance, beginning of year	\$ 528,693	\$ 494,607
Contributions received during the year	107,427	59,468
Transfers from deferred contributions	5,137	1,290
Revenue from amortization of deferred capital contributions	(29,299)	(26,672)
Balance, end of year	\$ 611,958	\$ 528,693

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

14. Debt

Debt reported on the consolidated statement of financial position is comprised of the following (see note 6 (c) for related derivative information):

	2025	2024
Province of British Columbia 4.43% bond due 2053, unsecured, with annual sinking fund payments of \$1,565,000 (Note 14(c))	\$ 104,000	\$ 104,000
Province of British Columbia 4.17% bond due 2054, unsecured (Note 14(c))	18,000	18,000
Royal Bank of Canada 5.38% term loan due 2025, unsecured	-	1,209
Province of British Columbia 3.56% term loan due 2034, unsecured	4,770	5,259
Province of British Columbia 4.82% bond due 2028, unsecured, with annual sinking fund payments of \$327,000	10,800	10,800
Province of British Columbia 4.74% bond due 2039, unsecured, with annual sinking fund payments of \$302,000	10,000	10,000
Great West Life Insurance Company 5.13% term loan due 2030, unsecured	5,078	5,931
Total debt issued	\$ 152,648	\$ 155,199
Unamortized debt discounts (Note 14(c))	(27,207)	(27,718)
Debt	\$ 125,441	\$ 127,481

UNIVERSITY OF VICTORIA
Notes to Consolidated Financial Statements
Year ended March 31, 2025
(tabular figures in thousands of dollars)

14. Debt (continued)

(a) Principal repayments

Anticipated annual principal repayments, including sinking fund instalments and maturities, due over the next five years and thereafter are as follows:

	Sinking Fund	Other	Total
2026	\$ 2,194	\$ 1,404	\$ 3,598
2027	2,194	1,470	3,664
2028	2,194	1,538	3,732
2029	1,867	1,610	3,477
2030	1,565	1,685	3,250
Thereafter	35,995	20,141	56,136
	\$ 46,010	\$ 27,848	\$ 73,858

(b) Sinking Fund Investments

Sinking fund investments are held and invested by the Province of British Columbia. These funds totaling \$17,976,000 (2024 – \$14,696,000) will provide for the retirement at maturity of \$124,800,000 of debt issued to the Province. The amount forms part of the portfolio investments balance shown on the Consolidated Statement of Financial Position.

UNIVERSITY OF VICTORIA**Notes to Consolidated Financial Statements****Year ended March 31, 2025***(tabular figures in thousands of dollars)***15. Asset Retirement Obligations**

The University owns and operates buildings that are known to contain asbestos and other hazardous materials, which represents a health hazard when undergoing certain repairs and maintenance work and upon demolition of the building. As there is a legal obligation to remove hazardous materials, the University has recognized a liability relating to the removal and post-removal care of the asbestos and other hazardous materials in these buildings. Such estimated costs have been discounted to the present value using a discount rate of 3.60% per annum (2024 - 3.49%).

Changes to the asset retirement obligations in the year are as follows:

	2025	2024
Balance, beginning of year	\$ 53,712	\$ 48,829
Accretion expense	2,105	1,528
Changes in assumptions	2,192	3,355
Balance, end of year	\$ 58,009	\$ 53,712

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

16. Tangible capital assets

	Balance as at March 31, 2024	Additions	Disposals	Balance as at March 31, 2025
Cost				
Land	\$ 20,364	\$ -	\$ -	\$ 20,364
Site improvements	62,040	2,745	-	64,785
Buildings	1,230,878	82,901	-	1,313,779
Equipment and furnishings	191,406	36,089	(17,995)	209,500
Information systems	18,441	-	-	18,441
Computer equipment	11,632	5,327	(4,752)	12,207
Library holdings	28,494	978	(3,329)	26,143
Total	\$ 1,563,255	\$ 128,040	\$ (26,076)	\$ 1,665,219

	Balance as at March 31, 2024	Disposals	Amortization	Balance as at March 31, 2025
Accumulated amortization				
Site improvements	\$ 28,310	\$ -	\$ 1,774	\$ 30,084
Buildings	360,987	-	25,548	386,535
Equipment and furnishings	92,134	(17,995)	19,491	93,630
Information systems	18,441	-	-	18,441
Computer equipment	8,303	(4,752)	2,808	6,359
Library holdings	17,880	(3,329)	2,397	16,948
Total	\$ 526,055	\$ (26,076)	\$ 52,018	\$ 551,997

	March 31,	March 31,
Net book value		2024
Land	\$ 20,364	\$ 20,364
Site improvements	34,701	33,730
Buildings	927,244	869,891
Equipment and furnishings	115,870	99,272
Computer equipment	5,848	3,329
Library holdings	9,195	10,614
Total	\$ 1,113,222	\$ 1,037,200

UNIVERSITY OF VICTORIA**Notes to Consolidated Financial Statements****Year ended March 31, 2025***(tabular figures in thousands of dollars)***16. Tangible capital assets (continued)****(a) Contributed tangible capital assets:**

Additions to equipment and furnishings include the following contributed tangible capital assets:

	2025	2024
Equipment and furnishings	\$ 519	\$ 250

(b) Assets under construction

Assets under construction comprised of buildings having a value of \$87,973,000 (2024 – \$38,711,000) and equipment having a value of \$26,427,000 (2024 – \$26,362,000) have not been amortized. Amortization of these assets will commence when the asset is available for productive use.

(c) De-recognition of tangible capital assets

The de-recognition of tangible capital assets during the year had an original cost of \$26,076,000 (2024 – \$40,978,000) and related to fully amortized assets with a net book value of \$nil (2024 – \$nil).

(d) Interest capitalized during construction

The University capitalized interest during the year of \$nil (2024 - \$190,000 related to the construction of the Student Housing and Dining (SHD) project).

17. Financial risk management

The University has exposure to the following risks from its use of financial instruments: credit risk, price risk and liquidity risk. The Board of Governors ensures that the University has identified major risks and management monitors and controls them.

(a) Credit risk

Credit risk is the risk of financial loss to the University if a customer or counterparty to a financial instrument fails to meet its contractual obligations. Such risks arise principally from the amounts receivable and from fixed income assets held by the University.

The University manages amounts receivable by using a specific bad debt provision when management considers that the expected recovery is less than the account receivable.

The entity is exposed to credit risk through its accounts receivable from students. This risk is managed by limiting the extent of credit granted to students and by monitoring the collection of receivables.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

17. Financial risk management (continued)

(a) Credit risk (continued)

The University limits the risk in the event of non-performance related to fixed income holdings by dealing principally with counter-parties that have a credit rating of A or higher as rated by the Dominion Bond Rating Service or equivalent. The credit risk of the University investments at March 31, 2025 is \$400,336,000 (2024 – \$349,005,000).

The following shows the percentage of fixed income holdings in the portfolio by credit rating:

Credit Rating	%
AAA	9.7%
AA	6.9%
A	6.2%
BBB	8.3%
BB and below	1.7%
Mortgages	13.3%
Foreign exchange	0.1%
Cash and short-term	
R1 high	24.6%
R1 mid	0.4%
R1 low	28.8%
	100.0%

(b) Price risk

Price risk includes market risk and interest rate risk.

Market risk relates to the possibility that the investments will change in value due to fluctuations in market prices. The objective of market risk management is to mitigate market risk exposures within acceptable parameters while optimizing the return on risk. This risk is mitigated by the investment policies for the respective asset mixes to be followed by the investment managers, the requirements for diversification of investments within each asset class and credit quality constraints on fixed income investments. Market risk can be measured in terms of volatility, i.e., the standard deviation of change in the value of a financial instrument within a specific time horizon.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

17. Financial risk management (continued)

(b) Price risk (continued)

Based on the volatility of the University's current asset class holdings, the net impact on market value of each asset class is shown below.

Asset Class		Estimated Volatility (% change)
Short Term Bonds	+/-	2.4%
Mortgages	+/-	2.9%
Corporate Bonds	+/-	4.7%
Universe Bonds	+/-	5.2%
Canadian equities	+/-	16.9%
Global equities	+/-	14.2%
Real estate	+/-	8.0%
Infrastructure	+/-	12.2%
Private equity	+/-	28.1%
Benchmark for Investments		Net Impact on Market Value
FTSE Canada Short Term Bond Index	+/-	\$ 933
FTSE Canada Short Term Bond Index	+/-	1,626
FTSE Canada All Corporate Bond Index	+/-	1,087
FTSE Canada Universe Bond Index	+/-	3,925
S&P/TSX Composite index	+/-	393
MSCI All Country World Index	+/-	50,105
MSCI/REALPAC Canada Quarterly Property Fund Index	+/-	4,579
Canadian Consumer Price Index (Infrastructure)	+/-	10,106
Canadian Consumer Price Index (Private Equity)	+/-	2,433

Interest rate risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in the market interest rates. The value of fixed-income and debt securities, such as bonds, debentures, mortgages or other income-producing securities is affected by interest rates. Generally, the value of these securities increases if interest rates fall and decreases if interest rates rise.

It is management's opinion that the University is exposed to market or interest rate risk arising from its financial instruments. Duration is an appropriate measure of interest rate risk for fixed income funds as a rise (fall) in interest rates will cause a decrease (increase) in bond prices; the longer the duration, the greater the effect. Duration is managed by the investment manager at the fund level. At March 31, 2025, the modified duration of all fixed income in aggregate was 2.3 years. Therefore, if interest rates were to increase by 1% across all maturities, the value of the bond portfolio would drop by 2.3%; contrarily, if interest rates were to decrease by 1% across all maturities, the value of the bond portfolio would increase by 2.3%.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

17. Financial risk management (continued)

(b) Price risk (continued)

The University's debt is fixed rate; accordingly, changes in interest rates do not impact interest payments but may impact the fair value of such debt and the fair value of related derivatives (interest rate swaps on debt). The University uses interest rate swaps to lock in interest rates on future debt issues to protect against rising interest rates.

(c) Liquidity risk

Liquidity risk is the risk that the University will not be able to meet its financial obligations as they become due. The University manages liquidity risk by continually monitoring actual and forecasted cash flows from operations and anticipated investing and financing activities to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the University's reputation.

18. Accumulated surplus

Accumulated surplus is comprised of the following:

	2025	2024
Endowments	\$ 470,829	\$ 455,457
Invested in tangible capital assets	340,868	347,941
Internally restricted	135,520	116,907
Unrestricted	18,082	13,309
Accumulated remeasurement gains	10,412	7,301
	\$ 975,711	\$ 940,915

Endowments consist of restricted donations and capitalized investment income to be held in perpetuity.

Invested in tangible capital assets consist of unrestricted funds previously spent on capital assets, debt repayment, and asset retirement obligations.

Internally restricted funds consist of balances set aside or appropriated by the Board of Governors for equipment replacement, capital improvements and other non-recurring expenditures.

Unrestricted funds consist primarily of balances arising from the University's ancillary and specific purpose funds, and consolidated entities.

UNIVERSITY OF VICTORIA

Notes to Consolidated Financial Statements

Year ended March 31, 2025

(tabular figures in thousands of dollars)

19. Endowments

Changes to the endowment principal balances, not including remeasurement gains/losses, (see note 12 for accumulated unrealized gains/ losses on restricted endowment investments) are as follows:

	2025	2024
Balance, beginning of year	\$ 455,457	\$ 436,144
Contributions received during the year	4,736	6,288
Invested income and donations capitalized	10,636	13,025
Balance, end of year	\$ 470,829	\$ 455,457

The balance shown does not include endowment principal with fair value of \$8,656,000 (2024 – \$8,413,000) and book value of \$4,820,000 (2024 – \$4,820,000) held by the Vancouver Foundation. The excluded principal is not owned or controlled by the University, but income from it is paid to the University to be used for specific purposes.

20. Contractual rights

The University may, from time to time, enter into contracts or agreements in the normal course of operations that result in future assets or revenue. One example of such agreements is multi-year research funding agreements, whereby the University has the opportunity to earn revenue in future years by incurring qualified expenditures. These funding agreements do not abnormally impact the University's financial position and do not guarantee the university the right to future funding.

21. Contractual obligations

The nature of the University's activities can result in multiyear contracts and obligations whereby the University will be committed to make future payments. Significant contractual obligations related to operations that can be reasonably estimated are as follows:

	2026	2027	2028	2029	2030
Construction contracts	\$ 80,919	\$ 14,580	\$ 37	\$ -	\$ -
Operating leases	1,605	1,394	1,287	252	100
Total	\$ 82,524	\$ 15,974	\$ 1,324	\$ 252	\$ 100

UNIVERSITY OF VICTORIA**Notes to Consolidated Financial Statements****Year ended March 31, 2025***(tabular figures in thousands of dollars)***22. Contingent liabilities**

The University may, from time to time, be involved in legal proceedings, claims, and litigation that arise in the normal course of business. It is management's opinion that the aggregate amount of any potential liability is not expected to have a material adverse effect on the University's financial position or results.

The University is one of 58 Canadian university subscribers to CURIE, which has provided property and liability insurance coverage to most campuses other than Quebec and Prince Edward Island since 1988. The anticipated cost of claims based on actuarial projections is funded through member premiums. Subscribers to CURIE have exposure to premium retro-assessments should the premiums be insufficient to cover losses and expenses.

23. Expenses by object

The following is a summary of expenses by object:

	2025	2024
Salaries and wages	\$ 440,665	\$ 416,797
Employee benefits	75,261	75,688
Travel	18,861	17,306
Supplies and services	107,777	103,388
Equipment rental and maintenance	11,225	9,880
Utilities	8,252	9,050
Scholarships, fellowships and bursaries	61,599	56,688
Cost of goods sold	10,751	10,591
Interest on long-term debt	5,572	5,574
Amortization of tangible capital assets	52,018	48,661
	\$ 791,981	\$ 753,623

24. Trusts under administration**(a) University of Victoria Long-Term Disability Trust**

The University administers an employee-funded long-term disability plan for faculty and administrative and academic professional staff. The University does not contribute to or control the plan. The long-term disability plan's assets and liabilities have not been included in the consolidated statement of financial position. The plan's operations have not been included in the consolidated statement of operations and accumulated surplus.

UNIVERSITY OF VICTORIA**Notes to Consolidated Financial Statements****Year ended March 31, 2025***(tabular figures in thousands of dollars)***24. Trusts under administration (continued)****(a) University of Victoria Long-Term Disability Trust (continued)**

As of March 31, 2025, the balances of the long-term disability plan are as follows:

	2025	2024
Assets	\$ 25,674	\$ 23,260
Accrued benefit obligation	(38,184)	(33,467)
	\$ (12,510)	\$ (10,207)

(b) Funds held in trust

Funds held in trust are funds held on behalf of autonomous organizations, agencies, and student societies having a close relationship with the University. These funds are not reported on the University's consolidated statement of financial position (2025 – \$541,000; 2024 – \$2,236,000).

25. Supplemental cash flow information

	2025	2024
Cash paid for interest	\$ 5,099	\$ 4,919

26. Related party transactions

The University is related through common control to all Province of British Columbia ministries, agencies, school districts, health authorities, colleges, universities, and crown corporations. Transactions with these entities, unless disclosed separately, are considered to be in the normal course of operations and are recorded at the exchange amount. The university accounts for its controlled entities, government business enterprises and government partnerships as outlined in Note 2(b). During the year ended March 31, 2025, there have been no material transactions between the University and its key management personnel or their close family members.

27. Comparative information

Certain 2024 comparative information has been reclassified to conform to the presentation adopted in the current year.

SENATE



SENATE COMMITTEE ON ACADEMIC STANDARDS

To: Senate
From: Senate Committee on Academic Standards
Date: September 17, 2025
Re: 2024/2025 Annual Report

The [Terms of Reference for the Senate Committee on Academic Standards](#) define its scope and relationship with Senate and other Senate committees. Each fall term the committee presents an annual report to Senate on its business and proceedings over the previous academic year.

The Senate Committee on Academic Standards met nine times in 2024-2025. Meetings occurred on September 5, 2024, October 23, 2024, November 7, 2024, December 5, 2024, January 9, 2025, February 10, 2025, March 2, 2025, April 9, 2025, and May 22, 2025. During the year, the committee approved the convocation lists of faculties, made a number of recommendations to Senate, initiated projects in areas of the committee's concern, and received proposals for the committee's input from other areas.

Through 2024-2025 academic year, the committee undertook the following items for review and recommendation to Senate:

Approval of the convocation lists of the Faculties:

The committee approves, on behalf of Senate, the granting of degrees. At its October 23, 2024 and May 22, 2025 meetings, the committee approved the Fall 2024 and Spring 2025 convocation lists.

At its October 2024, February 2025 and May 2025 meetings, the committee approved credit-bearing micro-certificates for Fall 2024 and Spring 2025.

At its September 2024 meeting, the committee approved a request for the early granting of a degree from the Faculty of Graduate Studies.

Recommendations to Senate:

Undergraduate Application Date, Returning Students

At its September 2024 meeting, the committee reviewed and approved a proposal from the Faculty of Engineering and Computer Science on revisions to the Undergraduate Application Dates for returning students to the Bachelor of Engineering or Bachelor of Software Engineering programs in

the Undergraduate Academic Calendar. The proposal was approved by Senate at the October 4, 2024 meeting.

Proposal to Revise the PhD Program Language Requirement

At its October 2024 meeting, the committee reviewed and approved a proposal from the Department of English on revisions to the Language Requirement for the PhD program in English. The proposal was approved by Senate at the January 3, 2025 meeting.

Proposed Updates to the English Language Proficiency Requirement – Undergraduate Academic Calendar

At its October 2024 meeting, the committee reviewed and approved a proposal from the Office of the Registrar and Enrolment Management on updates to the Undergraduate Calendar entry “Applicants whose first language is not English” effective May 2025. The proposal was approved by Senate at the January 3, 2025 meeting.

Proposed Updates to the English Language Proficiency Requirement – Graduate Calendar Entry

At its October 2024 meeting, the committee reviewed and approved a proposal from the Office of the Registrar and Enrolment Management on an update to the Graduate Academic Calendar “English Language Proficiency” effective May 2025. The proposal was approved by Senate at the January 3, 2025 meeting.

Proposal to Change the Application Deadline for All Returning Undergraduate Students to the Summer Session

At its October 2024 meeting, the committee reviewed and approved a proposed change from the Office of the Registrar and Enrolment Management to the Undergraduate Academic Calendar entry “Application deadlines for resuming studies and changing programs (reregistration)” effective May 2025. The proposal was approved by Senate at the December 6, 2024 meeting.

Proposal to Update the Undergraduate Application Deadline Section in the Undergraduate Academic Calendar

At its October 2024 meeting, the committee reviewed and approved a change by the Office of the Registrar and Enrolment Management to the undergraduate admission application deadline in the Undergraduate Academic Calendar for the September 2025 entry point, effective May 2025. The proposal was approved by Senate at the December 6, 2024 meeting.

Removal of the Requirement to Demonstrate a Reading Knowledge of a Language Other than English in the Honours, History Program

At its November 2024 meeting, the committee reviewed and approved a proposal from the Department of History, revising the language requirement for the Honours, History program in the Undergraduate Academic Calendar. The proposal was approved by Senate at the January 3, 2025 meeting.

Clarification to the Graduate Calendar on Transfer and Retention of Academic Credit

At its November 2024 meeting, the committee reviewed and approved proposed revisions from the Faculty of Graduate Studies to the “Transfer and Retention of Academic Credit” in the Graduate Academic Calendar. The proposal was approved by Senate at the December 6, 2024 meeting.

Doctorial Framework for the Faculty of Graduate Studies

At its December 2024 meeting, the committee reviewed and approved a proposed framework from the Faculty of Graduate Studies for professional doctoral degrees at the University of Victoria. The proposal was approved by Senate at the January 3, 2025 meeting.

Admission Requirements for the Doctor of Engineering – Leadership in Engineering Application and Practice (LEAP)

At its December 2024 meeting, the committee reviewed and approved a proposal from the Faculties of Engineering and Computer Science, and Graduate Studies to establish the admission requirements for the Doctor of Engineering, Leadership in Engineering Application and Practice. The proposal was approved by Senate at the January 3, 2025 meeting.

Establishment of a Dean’s List Notation on Academic Transcripts

At its December 2024 meeting, the committee reviewed and approved a proposal to establish a Dean’s List Notation on the undergraduate academic transcript. The proposal was approved by Senate at the January 3, 2025 meeting.

Change to Master of Engineering in Applied Data Science Admission Requirements

At its December 2024 and January 2025 meetings, the committee reviewed and approved a proposal from the Faculty of Engineering and Computer Science for revisions to the admission requirement for the Master of Engineering, Applied Data Science program in the Graduate Academic Calendar. The proposal was approved by Senate at the February 7, 2025 meeting.

Admission to the Financial Mathematics and Economics Combined Honours Program

At its January 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Social Sciences on the admission requirements to the Financial Mathematics and Economics combined Honours program in the Undergraduate Academic Calendar. The proposal was approved by Senate at the February 7, 2025 meeting.

Removal of the Minimum Grade Requirement for the Business Minor

At its January 2025 meeting, the committee reviewed and approved a proposal from the Peter B. Gustavson School of Business on the removal of the minimum grade requirement for the Business Minor in the Undergraduate Academic Calendar. The proposal was approved by Senate at the February 7, 2025 meeting.

Proposed Changes to the Bachelor of Commerce Admission and Transfer Criteria and Program Requirements for Cycle 2 Sep 2025

At its February 2025 meeting, the committee reviewed and approved a proposal from the Peter B. Gustavson School of Business on the revisions to the Bachelor of Commerce Admission and Transfer criteria and Program requirements, effective September 2025. The proposal was approved by Senate at the March 7, 2025 meeting.

Proposed Changes to MBA in Sustainable Innovation Admission Requirements for Cycle 2 Sep 2025

At its February 2025 meeting, the committee reviewed and approved a proposal from the Peter B. Gustavson School of Business on revisions to the admission requirements for the MBA in Sustainable Innovation, effective September 2025. The proposal was approved by Senate at the March 7, 2025 meeting.

Proposal to Update the Identification Requirements in the Exam Regulations in the Academic Calendars

At its February 2025 meeting, the committee reviewed and approved a proposal from the Office of the Registrar and Enrolment Management on changes related to the identification requirements in the regulation on examinations in the Undergraduate Academic Calendar, and the regulations governing administration of examinations in the Graduate Academic Calendar, effective September 2025. The proposal was approved by Senate at the March 7, 2025 meeting.

Proposal to Change the Faculty of Science Graduation Requirements for BSc Programs Combined with other Faculties

At its February 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Science on the graduation requirements for the combined BSc programs, effective September 2025. The proposal was approved by Senate at the March 7, 2025 meeting.

Revisions to the Admission Requirements for the Economics PhD Program

At its March 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Social Sciences, Department of Economics on revisions to the admission requirements for the Economics PhD program, effective September 2025. The proposal was approved by Senate at the April 4, 2025 meeting.

Proposal to Change the Undergraduate Co-operative Education Admission Requirements

At its March 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Social Sciences on revisions to the admission requirements for the Faculty of Social Sciences Co-operative Education programs. The proposal was approved by Senate at the April 4, 2025 meeting.

Master in Management Admission Changes

At its March 2025 meeting, the committee reviewed and approved a proposal from the Peter B. Gustavson School of Business on revisions to the admission requirements to the Master in Management, effective September 2025. The proposal was approved by Senate at the April 4, 2025 meeting.

Credit for Advanced Academic English-language Courses

At its March 2025 meeting, the committee reviewed and approved a proposal from the Division of Continuing Studies and the Faculty of Humanities to award elective credit for ELPI and ELPI/University Admissions Preparation (UAP) offered by the English Language Centre in the Division of Continuing Studies, effective September 2025. The proposal was approved by Senate at the April 4, 2025 meeting.

Changes to the Admission Requirements to the UVic BSN in Partnership with Camosun College

At its April 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Human and Social Development on revisions to the admission requirements to UVic/Camosun College BSN, effective September 2025. The proposal was approved by Senate at the May 2, 2025 meeting.

Changes to the Admission Requirements for the School of Nursing Regarding Upper-level Statistics Course Admission Pre-requisite

At its April 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Human and Social Development, School of Nursing, on revisions to their pre-requisite admission requirements, effective September 2025. The proposal was approved by Senate at the May 2, 2025 meeting.

Changes to the Entrance Requirement for the Combined Biology/Psychology Honours Program

At its April 2025 meeting, the committee reviewed and approved a proposal from the Faculties of Science and Social Sciences on the revisions to the entrance requirements for the combined Biology/Psychology Honours Program, effective September 2025. The proposal was approved by Senate at the May 2, 2025 meeting.

Progression Changes in the Economics BA and BSc Programs

At its April 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Social Sciences on revisions to grade progression requirement in the Economics BA and BSc programs, effective September 2025. The proposal was approved by Senate at the May 2, 2025 meeting.

Proposal to Change Faculty of Science Language Regarding Time Limits for Completion of Honours Programs

At its May 2025 meeting, the committee reviewed and approved a proposal from the Faculty of Science on the revision to the time limit for degree completion in the Faculty of Science Honours program, effective May 2026. The proposal has been recommended to Senate for approval at its October 3, 2025 meeting.

Feedback Provided:

At its October 2024 and May 2025 meetings, the committee provided feedback to the Associate Vice-President Academic Programs, and members of the Academic Writing Requirement Working Group on the review and recommendations for the Academic Writing Requirement.

At its November meeting, the committee reviewed and provided feedback on a proposal from the School of Nursing for revisions to the admission requirements for the Master of Nursing, Nurse Practitioner Post-Degree Stream.

Continued Projects during 2024-2025

Policy on Academic Integrity

Throughout the year, committee members received regular updates from the SCAS subcommittee on the Revisions to the Policy on Academic Integrity.

Review of the Academic Concession Regulation and Guidelines in the Undergraduate Academic Calendar

At its November and February meetings, committee members began the process to review the more recent revisions to the Undergraduate Academic Concession Regulation and Guidelines.

Annual Review of Grading Report

At its December meeting, the committee reviewed the 2023/24 Grading Report.

Report on Academic Integrity Violations

At its February 2025 meeting, the committee reviewed a report from the Office of Registrar and Enrolment Management on academic integrity violations from September 2023 through August 2024.

Guidelines for Faculty Submissions to the Senate Committee on Academic Standards

At its May 2025 meeting, committee members reviewed and provided feedback on guidelines for faculties to submit items to the committee for its consideration.

Respectfully submitted,

2025/2026 Senate Committee on Academic Standards

Danu Stinson (Chair), Faculty of Graduate Studies

Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs

Michael Caryk, UVSS representative

Ashley de Moscoso, Associate Registrar

Dennine Dudley, Faculty of Fine Arts

Andrea Giles, Executive Director, Coop and Career Services

Emily Goodman, Student Senator

Rob Hancock, Faculty of Social Sciences

Charlie Krueger, Student Senator

Cedric Littlewood, Faculty of Graduate Studies/VPAC designate

Andrew Newcombe, Faculty of Law

Sorin Rizeanu, Peter B. Gustavson School of Business

Irina Paci, Faculty of Science

Tim Pelton, Faculty of Education

Ben Pin-Yun Wang, Faculty of Humanities

Yang Shi, Faculty of Engineering and Computer Science

Wendy Taylor, Registrar
Diana Varela, Associate Dean Advising (Faculties of SCIE, SOSC and HUMS)
Laura Vizina, Division of Continuing Studies
Alivia Wang, Convocation Senator
Ada Saab (Secretary), Associate University Secretary

2024/2025 Senate Committee on Academic Standards

Danu Stinson (Chair), Faculty of Graduate Studies
Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Hökūlani Aikau, Faculty of Human and Social Development
Sarah Buchanan, UVSS representative
Ashley de Moscoso, Associate Registrar
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Jade Fischer, GSS representative
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SENATE



SENATE COMMITTEE ON ACADEMIC STANDARDS

To: Senate
From: Senate Committee on Academic Standards
Date: September 16, 2025
Re: Proposal to change Faculty of Science language regarding time limits
for completion of Honours programs

At its meeting on May 22, 2025 the Senate Committee on Academic Standards considered and approved a proposal from the Faculty of Science for the change to language in the calendar regarding time limits for completion of Honours programs in the Faculty of Science.

Recommended Motion:

That Senate approve the revision to the time limit for degree completion in the Faculty of Science in the Undergraduate Academic Calendar, effective May 2026.

Respectfully submitted,

2024/2025 Senate Committee on Academic Standards

Danu Stinson (Chair), Faculty of Graduate Studies
Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Hökūlani Aikau, Faculty of Human and Social Development
Sarah Buchanan, UVSS representative
Ashley de Moscoso, Associate Registrar
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To: Senate Committee on Academic Standards
From: Chris Eagle, Associate Dean Academic, Faculty of Science
Date: May 2, 2025

Re: Proposal to change Faculty of Science language regarding time limits for completion of Honours programs

Dear members of the Senate Committee on Academic Standards,

I am writing with a proposal to change the language in the Calendar regarding time limits for completion of Honours programs in the Faculty of Science.

The existing [graduation requirement](#) for the Faculty of Science states that students who wish to take longer than four years (or five years, in the case of Co-op programs) to complete an Honours program are to seek prior approval from the Chair of the Department concerned, and that this approval is not automatic.

In practice, a significant number of students take longer than the prescribed number of years to complete and Honours program¹. If the current language were to be regularly enforced, there would be a large number of extension requests coming to Department Chairs; after consulting with the Department Chairs, the information received was that all such requests would be approved, which makes it unclear what value the approval process is providing. Additionally, after the change, students would still be subject to the language in the Calendar stating that those who have not completed their program within five calendar years are normally required to satisfy any revisions made to the program since they first registered. Finally, we also intend to retain language elsewhere in the same calendar page that informs students that an Honours program is “normally” a four-year program (or five, in the case of Co-op).

The proposed changes will bring the language in the Faculty of Science’s graduation requirements into line with those of the Faculty of Humanities.

This proposal was approved by the Faculty of Science at a Faculty Council meeting on April 17, 2025. A proposed calendar change, with changes tracked, is provided at the end of this memo.

Thank you in advance,

A handwritten signature in blue ink, appearing to read "Chris Eagle".

Chris Eagle
Associate Dean Academic
Faculty of Science

¹ Of the 69 students listed in FAST as graduating in the June 2025 convocation with an Honours degree from the Faculty of Science, 29 (42.6%) exceed the stated time limit. Of those who exceeded the time limit, 25 exceeded by one year and 4 exceeded by two years.

Proposed change to [Faculty of Science: Requirements](#)

Time limit for degree completion

Although the Faculty of Science imposes no time limit for the completion of a General or Major program, a department in the faculty may, with the approval of the faculty, impose stated time limits for a General or Major program that it offers. Normally, students who have not completed their degree programs within five calendar years of first registration will be required to satisfy any revisions that may have been made to the program requirements since they first registered.

~~A student in an Honours Program is expected to complete the program in four years or, for a student in the Co-operative Education Program, in five years. A student who wishes to take longer to complete an Honours Program should seek prior approval from the Chair of the department concerned. Approval is not automatic.~~

SENATE



SENATE COMMITTEE ON ACADEMIC STANDARDS

To: Senate
From: Senate Committee on Academic Standards
Date: September 16, 2025
Re: Proposed updates to English Language Proficiency Requirement –
Undergraduate Calendar

At its meeting on September 15, 2025 the Senate Committee on Academic Standards considered and approved a proposal from the Office of the Registrar and Enrolment Management on proposed updates to the English Language Proficiency Requirement in the Undergraduate Academic Calendar.

Recommended Motion:

That Senate approve the proposed update to the current Undergraduate Calendar entry “English Language Proficiency Requirement” effective May 2026.

Respectfully submitted,

2025/2026 Senate Committee on Academic Standards

Danu Stinson (Chair), Faculty of Graduate Studies
Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Michael Caryk, UVSS representative
Ashley de Moscoso, Associate Registrar
Dennine Dudley, Faculty of Fine Arts
Andrea Giles, Executive Director, Coop and Career Services
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Laura Vizina, Division of Continuing Studies
Alivia Wang, Convocation Senator
Ada Saab (Secretary), Associate University Secretary



DATE:	August 28, 2025
TO:	Danu Stinson, Chair, Senate Committee on Academic Standards
CC:	
FROM:	Wendy Taylor, Registrar
RE:	Proposed updates to English Language Proficiency Requirement – Undergraduate Calendar

This proposal provides updates to the current Undergraduate calendar entry for English language proficiency requirements. The proposal aims to ensure information in the calendar entry is up-to-date and aligns UVic with current practices at other Canadian post-secondary institutions. Based on a review by the Office of the Registrar and Enrolment Management, this proposal seeks to:

- provide more options for applicants to demonstrate English language competency.
- align UVic's current requirements with other comparable Canadian post-secondary institutions.
- support the potential success of our incoming students.

The main changes proposed are as follows:

- Add "completion of three years of full-time academic studies at a recognized domestic or international curriculum secondary school in which all language of instruction is English, including a minimum grade of B in grade 11 English (or equivalent)" to calendar entry.
- Add "completion of O-Level English or English Language with a final grade of B (6) or completion of AS-Level/A-Level English or English Language with a final grade of C. Note that English as an Additional Language is not accepted" to calendar entry.
- Lower Test of English as a Foreign Language (TOEFL) score from 90 to 88 and add new scoring scale to calendar entry.
- Add "DET- Duolingo English Test- overall score of 120, with no individual subscore below 110" to calendar entry.

Appendix A provides further information and rationale for the proposed changes. In addition, there are several other appendices to support the proposal and recommended motion. The current undergraduate calendar entry with proposed edits is shown in Appendix B. Appendix C presents the proposed finalized version of the undergraduate calendar entry. Additional supporting information and links to additional resources are listed in Appendices D through H.

This proposal has been discussed with the Senate Committee on Admissions, Re-registration and Transfer Appeals (SCARTA) at their June 25, and July 28, 2025 meeting. Additional consultations with all Associate Deans Academic, the Division of Continuing Studies, Dr. Erin Kelly, Director, Academic and Technical Writing Program, and the International Centre for Students have also been conducted.



Office of the Registrar and Enrolment management | University of Victoria
Jamie Cassels Centre A115 PO Box 3025 STN CSC Victoria BC V8W 3PC Canada
T 250-721-8135 | F 250-721-6225 | wtaylor@uvic.ca | uvic.ca/studentaffairs

Recommended Motion:

That the Senate Committee on Academic Standards approve, and recommend to Senate that it also approves, the proposed update to the current Undergraduate Calendar entry “English Language Proficiency Requirement” effective May 2026.



Appendix A - Rationale of Main Changes

1. Add “completion of three years of full-time academic studies at a recognized domestic or international curriculum secondary school in which all language of instruction is English, including a minimum grade of B in grade 11 English (or equivalent)” to calendar entry.

- Most English-teaching international upper secondary curriculums are three years in length (grades 10-12), with many students attending grades 1-9 in lower secondary schools that are not always taught entirely in English. Students then transfer to international upper secondary schools that are designated for students planning to apply to university abroad and taught in English. Because of this structure, some international students struggle to meet UVic’s 4-year requirement for English proficiency, which is based on western educational structures of “high school” being from grades 9-12. This negatively impacts international students whose grade 9 year was taken at another school that was not 100% English teaching. A grade of B in grade 11 academic English course in addition to 3 years of study in English is a strong indicator of students’ success in English schooling and their preparedness for future academic studies in English. This argument is supported by a study conducted by Hetty Roessingh (2004) that analyzed twelve major studies on effective high school ESL programs over a decade. The analysis identified key factors contributing to the academic success of ESL learners in Canadian high schools. One significant finding is that sustained engagement in English-medium instruction, particularly when students achieve strong academic performance in subjects like English 11, correlates with improved educational outcomes¹.
- Grade inflation has been taken into consideration when setting the minimum grade for English 11 at equivalent to B. Grade inflation is also heavily factored in during the academic admission evaluation, which is the second part of the admission process after meeting ENPR. Academic admission requirements are set by country/curriculum and factor in each country’s grade distributions. These grade distributions are then used to set minimum admission cutoffs and are able to directly reflect potential grade inflation that cannot be addressed when referring to general requirements for all applicants.
- To support this proposed change, we undertook an environmental scan and found many other equally or higher ranked institutions in Canada accept 3 years of English schooling to meet their English language proficiency requirement (see Appendix D).

¹ Roessingh, Hetty. “Effective High School ESL Programs: A Synthesis and Meta-analysis.” *Canadian Modern Language Review* 60, no. 5 (2004): 611.
https://www.researchgate.net/publication/277942897_Effective_High_School_ESL_Programs_A_Synthesis_and_Meta-analysis.



2. Add “completion of O-Level English or English Language with a final grade of B (6) or completion of AS-Level/A-Level English or English Language with a final grade of C. Note that English as an Additional Language is not accepted” to calendar entry.

- British O-Level, AS-Level, and A-Level curriculum hold a reputation for being one of the most rigorous curriculums to prepare students for academic studies at the post-secondary level. These qualifications are recognized worldwide and are evaluated through standardized examinations held by reputable examination boards. Students begin their studies with O-Levels and then progress into AS- and/or A-Level studies. Completion of 3 A-Level courses is accepted as a basis of admission to all undergraduate degree programs at UVic and A-Level courses are also granted transfer credit as they are recognized as equivalent to post-secondary studies.
- O-Level English curriculum emphasizes foundational language skills such as comprehension, grammar, and composition. In contrast, the AS- and A-Level curriculum progresses to more advanced textual analysis and critical evaluation and A-Level English qualifies students for ATWP transfer credit if they achieve a grade of C or higher.
- English courses (excluding English as an additional language courses) at all three levels (O-, AS-, and A-Level) are widely accepted to meet English proficiency at most post-secondary institutions in Canada (see Appendix E).
- Completion of A-Level English, English Language, and Literature in English has been accepted to meet ENPR in practice by UVic for many decades, as completion of this course with a grade of C gives 3.0 units of ATWP and ENSH transfer credit, thus making it fall under the “transfer credit” portion of the ENPR requirement. However, many applicants do not understand that their A-Level courses will fall under that method of meeting the English language proficiency requirement (through transfer credit), thus causing confusion. Outlining this in the calendar makes accepting the A-Level courses more transparent to applicants.



Comparison of O-Level, AS-Level, and A-Level English Qualifications to International English Language Testing System (IELTS) Scores:

The table below provides a comparison of the English proficiency levels associated with IELTS scores and O-Level, AS-Level, and A-Level English Language qualifications. *

Qualification	Common European Framework Reference (CEFR) Proficiency Level	Explanation
IELTS 6.5	B2 (Upper Intermediate)	An IELTS score of 6.5 corresponds to a B2 level on the Common European Framework of Reference for Languages (CEFR).
O-Level English	B1 to B2 (Intermediate to Upper Intermediate)	Completion of O-Level English reflects an intermediate to upper-intermediate level of English proficiency, depending on the grade achieved. If the grade is at least a B, O-Level English is equivalent to a CEFR B2 level, similar to an IELTS score of 6.5–7.0.
AS-Level English	B2 (Upper Intermediate)	Completion of AS-Level English with a grade of C reflects an upper-intermediate to advanced level of English proficiency, similar to an IELTS score of 6.5–7.0.
A-Level English	B2 to C1 (Upper Intermediate to Advanced)	Completion of A-Level English indicates an upper-intermediate to advanced level of English proficiency, which goes beyond the minimum IELTS equivalency (B2) required by UVic. This course also qualifies for 3.0 units of ATWP/ENSH transfer credit at UVic.

*This comparison is approximate as there is no official CEFR level certificate given for O-Levels, AS-Levels, or A-Levels.

3. Lower Test of English as a Foreign Language (TOEFL) score from 90 to 88 and add new scoring scale to calendar entry.

- UVic's minimum requirement for an IELTS score was lowered from an overall score of 7.0 to 6.5 roughly 20 years ago, but the TOEFL score was not reviewed at that time. An overall score of 6.5 on the IELTS is equivalent to an overall score of 79-93 on the TOEFL (see Appendix H- Comparison of TOEFL iBT™ Scores to IELTS® Scores and Comparing TOEFL iBT Scores). Over the years, TOEFL has become the second most common test UVic receives from applicants (with IELTS being the first), and the two test score requirements should be better aligned.
- Lowering the overall score better aligns UVic with scores required by other similarly ranked post-secondary institutions in Canada (see Appendix F).
- Effective January 2026, TOEFL is implementing a new scoring scale (see Appendix H- TOEFL-Updated Scoring Scale). Both scales need to be included in the calendar entry as the old scoring system will be reported on tests taken prior to January 2026.



4. Add “DET- Duolingo English Test- overall score of 120, with no individual subscore below 110” to calendar entry.

- Duolingo English Test is now widely accepted by comparator institutions in Canada (see Appendix G).
- Test is administered online and provided at a low cost, reducing financial and access barriers for applicants while still meeting the quality standards of other accepted tests.
- DET score requirement has been thoroughly assessed to ensure comparable standards to our currently accepted tests. This assessment included attending webinars about Duolingo and other language proficiency tests (specifically TOEFL and IELTS), reviewing the DET Technical Manual, their Common European Framework of Reference for Languages (CEFR) ranking rationale, their security standards, and reading published studies comparing DET to other English language proficiency tests. It is important to note that because the DET is a relatively new test, there are few independent studies that have been conducted on it. Currently, most studies have been funded by either DET or competitor tests, so bias was taken into consideration when reviewing these articles. As part of introducing this test to UVic, OREM is committed to tracking students that are meeting ENPR with Duolingo to ensure they are achieving similar academic success to students that are meeting ENPR with other tests.



Appendix B - Current undergraduate calendar entry (with proposed edits)

English Language Proficiency Requirement

English is the primary language of instruction at the University of Victoria, and all applicants, regardless of country of origin, citizenship status, or program of study must have a sufficient level of academic competence in all four of the following skills: listening, reading, speaking, and writing. Applicants whose primary language is not English will be required to demonstrate competence in the English language prior to admission in one of the following ways:

Academic Studies

- completion of four years of secondary and/or post-secondary full-time academic studies in which all language of instruction is English, in Canada or one of the following countries: American Samoa, Anguilla, Antigua & Barbuda, Australia, Bahamas, Barbados, Belize, Bermuda, Botswana, British Virgin Islands, Cayman Islands, Christmas Island, Dominica, Eswatini, Falkland Islands, Fiji, Gambia, Ghana, Gibraltar, Grenada, Guam, Guyana, Ireland, Jamaica, Jersey, Kenya, Kiribati, Lesotho, Liberia, Malawi, Mauritius, Micronesia, Montserrat, Namibia, New Zealand, Nigeria, Saint Helena, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Seychelles, Sierra Leone, Singapore, Solomon Islands, Tanzania, Trinidad and Tobago, Turks and Caicos Islands, Uganda, United Kingdom, United States, U.S. Virgin Islands, Zambia, Zimbabwe
- completion of four years of full-time academic studies at a recognized international curriculum secondary school in which all language of instruction is English, in a country not listed above
- completion of three years of full-time academic studies at a recognized domestic or international curriculum secondary school in which all language of instruction is English, including a minimum grade of B in grade 11 English (or equivalent)
- completion of a recognized degree program from an accredited university in which all language of instruction is English, in one of the countries listed above
- completion of an approved Grade 12 English course in Canada with a final grade of 86% or higher within the last three years prior to admission
- score of 4 or higher on the Advanced Placement Exam in English Language and Composition or English Language and Literature
- score of 4 or higher on IB Higher Level English A
- completion of 1.5 or more units of transfer credit for university-level English courses
- University of Victoria University Admission Preparation (UAP) course with a grade of at least 80%
- completion of O-Level English or English Language with a final grade of B (6) or completion of AS-Level/A-Level English or English Language with a final grade of C. Note that O-Level English as an Additional/Second Language is not accepted

Language Proficiency Tests*

- CAEL - Canadian Academic English Language Assessment with a score of at least 70 and no component below 60
- CAE/CPE – Cambridge C1 Advanced (Certificate in Advanced English) or C2 Proficiency (Certificate of Proficiency in English) with a score of at least 180 and no skill less than 170
- DET- Duolingo English Test- overall score of 120, with no individual subscore below 110



- IELTS - International English Language Testing System (Academic) with a score of at least 6.5 and no section less than 6.0
- MET - Michigan English Test with a score of 64 and no section less than 60
- PTE - Pearson Test of English with a score of at least 65 and no skill less than 60
- TOEFL - Test of English as a Foreign Language internet-based test (iBT) with a score of at least 90 88 and no section less than 20, or an overall score of at least 4.5 and no section less than 4.0

* Tests taken more than two years prior to application will not be considered.

Alternative language proficiency tests may be considered on a case-by-case basis provided the scores are aligned with the C1 level of the Common European Framework of Reference for Languages (CEFR).

Exchange students

Applicants participating in a formal exchange program must demonstrate English language proficiency adequate for successful participation in the program. The level of proficiency and way it will be demonstrated will be stated in the exchange agreement approved by the University.

Students in exchange programs who later apply for regular admission to the University must at that time meet all admission requirements and demonstrate English language proficiency as outlined above.

Visiting students*

Visiting students whose primary language is not English must also demonstrate English language proficiency as outlined above.

**Excludes Visiting International Research Students (see [VIRS: Undergraduate for more information](#))*



Appendix C - Proposed Undergraduate calendar entry

English Language Proficiency Requirement

English is the primary language of instruction at the University of Victoria, and all applicants, regardless of country of origin, citizenship status, or program of study must have a sufficient level of academic competence in all four of the following skills: listening, reading, speaking, and writing. Applicants whose primary language is not English will be required to demonstrate competence in the English language prior to admission in one of the following ways:

Academic Studies

- completion of four years of secondary and/or post-secondary full-time academic studies in which all language of instruction is English, in Canada or one of the following countries: American Samoa, Anguilla, Antigua & Barbuda, Australia, Bahamas, Barbados, Belize, Bermuda, Botswana, British Virgin Islands, Cayman Islands, Christmas Island, Dominica, Eswatini, Falkland Islands, Fiji, Gambia, Ghana, Gibraltar, Grenada, Guam, Guyana, Ireland, Jamaica, Jersey, Kenya, Kiribati, Lesotho, Liberia, Malawi, Mauritius, Micronesia, Montserrat, Namibia, New Zealand, Nigeria, Saint Helena, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Seychelles, Sierra Leone, Singapore, Solomon Islands, Tanzania, Trinidad and Tobago, Turks and Caicos Islands, Uganda, United Kingdom, United States, U.S. Virgin Islands, Zambia, Zimbabwe
- completion of four years of full-time academic studies at a recognized international curriculum secondary school in which all language of instruction is English, in a country not listed above
- completion of three years of full-time academic studies at a recognized domestic or international curriculum secondary school in which all language of instruction is English, including a minimum grade of B in grade 11 English (or equivalent)
- completion of a recognized degree program from an accredited university in which all language of instruction is English, in one of the countries listed above
- completion of an approved Grade 12 English course in Canada with a final grade of 86% or higher within the last three years prior to admission
- score of 4 or higher on the Advanced Placement Exam in English Language and Composition or English Language and Literature
- score of 4 or higher on IB Higher Level English A
- completion of 1.5 or more units of transfer credit for university-level English courses
- University of Victoria University Admission Preparation (UAP) course with a grade of at least 80%
- completion of O-Level English or English Language with a final grade of B (6) or completion of AS-Level/A-Level English or English Language with a final grade of C. Note that O-Level English as an Additional/Second Language is not accepted

Language Proficiency Tests*

- CAEL - Canadian Academic English Language Assessment with a score of at least 70 and no component below 60
- CAE/CPE – Cambridge C1 Advanced (Certificate in Advanced English) or C2 Proficiency (Certificate of Proficiency in English) with a score of at least 180 and no skill less than 170
- DET- Duolingo English Test- overall score of 120, with no individual subscore below 110



- IELTS - International English Language Testing System (Academic) with a score of at least 6.5 and no section less than 6.0
- MET - Michigan English Test with a score of 64 and no section less than 60
- PTE - Pearson Test of English with a score of at least 65 and no skill less than 60
- TOEFL - Test of English as a Foreign Language internet-based test (iBT) with a score of at least 88 and no section less than 20, or an overall score of at least 4.5 and no section less than 4.0

* Tests taken more than two years prior to application will not be considered.

Alternative language proficiency tests may be considered on a case-by-case basis provided the scores are aligned with the C1 level of the Common European Framework of Reference for Languages (CEFR).

Exchange students

Applicants participating in a formal exchange program must demonstrate English language proficiency adequate for successful participation in the program. The level of proficiency and way it will be demonstrated will be stated in the exchange agreement approved by the University.

Students in exchange programs who later apply for regular admission to the University must at that time meet all admission requirements and demonstrate English language proficiency as outlined above.

Visiting students*

Visiting students whose primary language is not English must also demonstrate English language proficiency as outlined above.

**Excludes Visiting International Research Students (see [VIRS: Undergraduate for more information](#))*



Appendix D- Canadian Post-Secondary Institutions Requiring Three Years of English Education

- **Dalhousie University*** : Student has graduated from a Dalhousie-recognized school which uses English as the primary language of instruction and the student has spent three successful years in the English program.
- **Simon Fraser University***: Completion of the last three (3) years of full-time secondary school education in English **in Canada** (70% in a senior level English)
- **Queen's University***: You do not need to submit an English language test score if you meet one of the following criteria: lived in a country where English is the acknowledged primary language for the most recent three years prior to beginning their university studies **or** attended an education institution full-time where the medium of instruction is English for the most recent three years prior to beginning their university studies.
- **University of Calgary***: Three years of study in an ELP-exempt country or at an accredited high school (Canadian, American, British or CIS school) where English is the primary language of instruction.
- **University of New Brunswick:** The applicant has studied in a high school in Canada for a minimum of 1 year and has achieved a minimum of 70% in Grade 12 English (ENG4U/EAE4U or equivalent course) **OR** The applicant has studied in an English-speaking high school for a minimum of 1 year and is applying from one of the approved English-speaking countries.
- **University of Ottawa***: To show that your English proficiency is at the academic level required for university studies, provide proof of: last three years of high school taken in English (Grades 10, 11 or 12)
- **University of Prince Edward Island:** Three years of full-time study in English in Canada or in another country where English is a principal language (as recognized by UPEI)
- **University of Saskatchewan***: At least 3 years of full-time study in an approved English-medium secondary program including Grades 10, 11, and 12, as well as successful completion of Grade 12 English Language Arts A30 or B30 (or equivalents). Students from overseas schools offering a Canadian education system curriculum in English require a minimum grade of 65% on their Grade 12 English course(s).
- **University of Winnipeg:** Three years of full-time education in English at secondary (high school) or post-secondary (university or college) levels in Canada, **or** Graduation from a Manitoba high school with at least one Senior 4 Core English credit with a minimum grade of 70% (Comprehensive Focus, Literary Focus or Transactional Focus), **or** Graduation from a Canadian high school with at least one Grade 12 English with a minimum grade of 70%.
- **Wilfrid Laurier University:** Your three most recent years of full-time education must be in English without taking any ESL (English as a Second Language) courses.

*indicates equal or higher ranking than UVic (see Appendix H for ranking resources)



Appendix E- Canadian Post-Secondary Institutions that Accept O, AS, and/or A Level English Courses to Meet English Proficiency Requirements:

- **Dalhousie University*** General Certificate of Education (GCE), Minimum grade of B in GCSE/IGCSE English Language or English Literature
- **McGill University***: completion of the British Curriculum GCSE / IGCSE / GCE O-Level English, English Language, English First Language, or English as a Second Language with a final grade of B (or 5) or better.
- **Simon Fraser University***: A minimum grade of 4 (or C) in GCSE O Level English (or GCSE English Language B) is accepted.
- **University of Alberta***: Applicants studying GCE (British) curriculum will meet the U of A's English language requirement with a grade of B or higher in (I)GCSE English Language or Literature. GCSE English Second Language does not meet the U of A's ELP requirement.
- **University of British Columbia***: You achieved a final grade of A or B in A-Level English Language or English Literature (non-ESL). The General Paper does not count.
- **University of Calgary***: Applicants with Cambridge O Level/GCSE qualifications need a minimum of five subjects, including at least two at A Level (or equivalent), with a grade of "B" (or 6 on the 9-point scale) or better in GCSE/O Level English (non-ESL).
- **University of Ottawa***: passing a GCE A or AS Level English (non-ESL) course with a minimum grade of B. O Level or GCSE/IGCSE English is not sufficient for an exemption.
- **University of Regina**: GCSE/IGCSE/GCE O' Level English, English Language, or English as a Second Language with a minimum grade of '6' (grade of B prior to 2017) or GCE A/AS/AICE Level English or English Language with a minimum grade of 'C'.
- **University of Saskatchewan***: A minimum grade of "B" (or "6" prior to 2017) in GCSE/IGCSE/GCE O-Level English, English Language, or English as a Second Language is required.
- **University of Toronto***: A minimum final grade of "B" ("6" in reformed qualifications) in GCSE/IGCSE/GCE Ordinary Level English, English Language, or English as a Second Language; OR a minimum final or predicted grade of "C" in GCE A Level/AS Level/AICE English or English Language. Note that IGCSE English as an Additional Language is not accepted.
- **York University**: A minimum final grade of 'B' in GCSE/IGCSE/GCE O-level English, English Language, or English as a Second language' OR a minimum final or predicted grade of 'C' in GCE A Level/AS Level/AICE English or English Language.

*indicates equal or higher ranking than UVic (see Appendix H for ranking resources)



Appendix F - TOEFL Score Requirements Below 90 in Canadian Post-Secondary Institutions:

- **Simon Fraser University***: an overall score of **88** or better, with no section below 20 (reading, writing, speaking, listening).
- **Queen's University***: overall score of **88**, no subsections below 20.
- **Toronto Metropolitan University**: score of **83** for all Engineering programs and all Science programs except Computer Science and Architectural Science. Score of 92 for all other TMU programs, including Computer Science and Architectural Science.
- **University of Calgary***: minimum score of **86** (other than Nursing and Education)
- **University of New Brunswick**: minimum overall score of **85**.
- **University of Ottawa***: Overall score of **86**, writing section minimum score of 22.
- **University of Prince Edward Island**: minimum score of **80** with minimum of 20 in each category
- **University of Regina**: Overall score of **83**, no subsection below 20.
- **University of Saskatchewan***: Overall score of **86**, no subsection below 19.
- **University of Winnipeg**: Achieve a minimum score of **86** with no less than 20 in each component.
- **Western University***: Overall score of **83**, no subsection below 20.
- **Wilfrid Laurier University**: minimum score of **83**, with minimum skill scores of 20 in each of the skills tests (speaking, writing, reading and listening).
- **York University**: Score of **88**.

*indicates equal or higher ranking than UVic (see Appendix H for ranking resources)



Appendix G- Canadian Post-Secondary Institutions Accepting DET- Duolingo English Test:

- **Dalhousie University***: Overall score of 120
- **McGill University***: Overall score of 125
- **Queen's University***: Overall score of 120
- **Simon Fraser University***: Overall score of 125. Only accepted from students in countries where no other English proficiency test is available.
- **Toronto Metropolitan University**: Overall score of 120
- **University of Alberta***: Overall score of 120 with no integrated subscore below 100
- **University of British Columbia***: Overall score of 125. Only accepted from students in countries where no other English proficiency test is available.
- **University of Calgary***: overall score of 120
- **University of Ottawa***: overall score of 120, with a subscore of 120 in Literacy
- **University of Saskatchewan***: overall score of 110, with no minimum individual score below 95
- **University of Toronto***: The minimum requirement for tests completed on or after July 1st, 2024 is an overall score of 120 with a score of 120 in Production. The minimum requirement for tests completed before July 1st, 2024 is an overall score of 120, with no subscore below 100.

*indicates equal or higher ranking than UVic (see Appendix H for ranking resources)



Appendix H - Additional Resources and References

Cambridge International O Level English Language course description

<https://www.cambridgeinternational.org/programmes-and-qualifications/cambridge-o-level-english-language-1123/>

Cambridge International AS & A Level English Language course descriptions

<https://www.cambridgeinternational.org/programmes-and-qualifications/cambridge-international-as-and-a-level-english-language-9093/>

Common European Framework of Reference for Languages (CEFR)

<https://www.coe.int/en/web/common-european-framework-reference-languages>

Comparison of TOEFL iBT Scores to IELTS Scores

<https://ielts.idp.com/philippines/english-tests/toefl/toefl-vs-ielts-test-score>

Comparing TOEFL iBT Scores

<https://www.ets.org/toefl/institutions/ibt/compare-scores.html>

DET- Duolingo English Test

- [Duolingo English Test: Technical Manual](#)
- <https://englishtest.duolingo.com/institutions/overview>

IELTS-International English Language Testing System

<https://ielts.org/>

QS World University Rankings 2025 (UVic Rank = 349)

<https://www.topuniversities.com/qs-world-university-rankings>

Times Higher Education World University Rankings 2025 (UVic Rank = 301-350)

<https://www.timeshighereducation.com/world-university-rankings/latest/world-ranking>

TOEFL-Test of English as a Foreign Language

<https://www.ets.org/toefl.html>

TOEFL- Updated Scoring Scale

<https://toeflibtupdates.ets.org/toefloverview>

SENATE



SENATE COMMITTEE ON ACADEMIC STANDARDS

To: Senate

From: Senate Committee on Academic Standards

Date: September 8, 2025

Re: Review of the Academic Concession Regulation in the Undergraduate Calendar

Attachments: Consultation memo
Consultation and Correspondence list

The undergraduate Academic Concession regulation was updated for the September 2022 undergraduate calendar after a three-year review process. For background information on this process, please refer to the attached Consultation memo.

As part of this renewal, the Senate Committee on Academic Standards (SCAS) committed to undertake a review of the new regulation at least one full academic year after the end of the public health restrictions related to the COVID-19 pandemic.

Since June, a SCAS subcommittee has been gathering feedback from students, instructors, staff and academic leaders about their experiences with the updated regulation. In particular, the committee is seeking feedback about:

- experiences with the grounds for concession in the current undergraduate Academic Concession regulation;
- experiences with using and applying the Academic Concessions Guidelines in the Undergraduate Calendar;
- experiences with the Office of the Registrar and Enrolment Management (OREM) website on Undergraduate requests for academic concession; and
- experiences with the current academic concession forms (i.e., the Request for In-Course Extension, the Undergraduate request for Deferral, or the Undergraduate request for Withdrawal or Aegrotat).



What we've heard

To date, we have completed 10 consultation sessions, received seven written submissions and 35 responses to the campus-wide survey (as described in the attached Consultation and Correspondence list). Not all of the feedback collected addresses issues that fall under the purview of SCAS, but we share it in the hopes of supporting other work being undertaken in units across campus.

Grounds

- All groups expressed that the expanded grounds for concession better reflect the experiences and needs of students than the previous grounds
- Students and staff report significant ongoing confusion, particularly among instructors, about the distinctions between the undergraduate Academic Concessions regulation and the Academic Accommodation Policy (AC1205)

Guidelines

- Students and staff report that individual instructors continue to request medical documentation even though this is specifically disallowed in the guidelines
- Students and staff report experiencing uncertainty about what information needs to be disclosed and shared in making a request for an academic concession
- Students and staff report significant inconsistencies in the ways that the regulation is interpreted and applied, both among instructors and across faculties

Office of Registrar and Enrolment Management Website

- Students and staff report a need for expanded supporting materials, including in diverse formats and media

Forms

- Staff, faculty and academic leaders expressed a desire for tools to track the frequency at which individual students were requesting academic concessions, particularly in-class ones
- Students, faculty and academic leaders expressed a desire for information about processing times for requests and a desire for information about anticipated processing times

Other Issues

- Students and staff have expressed concerns about the current Fee Reduction Appeal Committee (FRAC) process, including a lack of clarity around the grounds for fee appeals and the use of backdated drops

Next Steps

We are continuing to meet with key stakeholders through September. We have also begun conversations with colleagues in OREM about potential changes to processes that could address issues raised in the review without needing to change the text of the regulation or the guidelines in the calendar.

Once the consultation meetings are over, we will work on identifying any required changes to the regulation and/or guidelines in the undergraduate calendar. Any such changes will go through the SCAS and Senate processes in time to be included in the September 2026 undergraduate calendar.

Respectfully submitted,

2025/2026 Senate Committee on Academic Standards

Danu Stinson (Chair), Faculty of Graduate Studies
Elizabeth Adjin-Tettey, Associate Vice-President Academic Programs
Michael Caryk, UVSS representative
Ashley de Moscoso, Associate Registrar
Dennine Dudley, Faculty of Fine Arts
Andrea Giles, Executive Director, Coop and Career Services
Emily Goodman, Student Senator
Rob Hancock, Faculty of Social Sciences
Charlie Krueger, Student Senator
Cedric Littlewood, Faculty of Graduate Studies/VPAC designate
Andrew Newcombe, Faculty of Law
Sorin Rizeanu, Peter B. Gustavson School of Business
Irina Paci, Faculty of Science
Tim Pelton, Faculty of Education
Ben Pin-Yun Wang, Faculty of Humanities
Yang Shi, Faculty of Engineering and Computer Science
Wendy Taylor, Registrar
Diana Varela, Associate Dean Advising (Faculties of SCIE, SOSC and HUMS)
Laura Vizina, Division of Continuing Studies
Alivia Wang, Convocation Senator
Ada Saab (Secretary), Associate University Secretary

2025 Undergraduate Academic Concessions Consultation memo

At its May 2022 meeting, Senate approved a new [Academic Concession Regulation](#) for inclusion in the Undergraduate Academic Calendar, effective September 2022. As part of that process, the Senate Committee on Academic Standards (SCAS) committed to undertake a review of the new regulation once the university returned to normal operations after the end of public health requirements related to the COVID-19 pandemic.

Background

In June 2019, SCAS struck a subcommittee to update the undergraduate Academic Concession regulation (UACR). Originally intended to focus on revising the acceptable grounds for concession, its mandate was later extended to address a series of topics and issues, including:

- the appropriateness of the term “Academic Concessions”;
- in-course concessions (sometimes referred to as “extensions”);
- the *Request for Academic Concessions* form;
- Deferrals and Extended Deferrals;
- Aegrotat, Withdrawn Under Extenuating Circumstances, Back-Dated Drop; and
- implementation of the regulation.

Based on feedback from the consultations, the Subcommittee focused its work on four key areas:

- creating a student-centered, trauma-informed academic concessions process which balances the needs of students with the requirement to maintain academic standards;
- developing a broader set of grounds for which students may apply for an academic concession that better reflects both student experiences and institutional priorities;
- reducing routine reliance on medical documentation for academic concession requests while ensuring that it is available in exceptional circumstances; and
- aligning this revisions process with other work being done on campus, such as the renewal of the policies on Academic Accommodations (AC1205) and Academic Integrity.

In widespread consultations across campus groups and units, questions led to the identification of a series of dependencies and connections with other policies and regulations throughout the university. Additionally, in light of the feedback received, SCAS determined that implementation was beyond the scope of the current work.

For more details about the 2022 revision of the UACR, including the consultation process, please refer to SCAS memos found in the Senate dockets for the [October 2020](#) and [May 2021](#) meetings.

The Current Review

SCAS is gathering information on experiences with the UACR since its enactment in the September 2022 calendar. In particular, the committee is hoping to collect feedback about:

- your experiences with the grounds for concession in the current [undergraduate Academic Concession regulation](#);
- your experiences with using and applying the [Academic Concessions Guidelines](#) in the Undergraduate Calendar;
- your experiences with the Office of the Registrar and Enrolment Management [website on Undergraduate requests for academic concession](#); and
- your experiences with the current academic concession forms (i.e., the [Request for In-Course Extension](#), the [Undergraduate request for Deferral](#), or the [Undergraduate request for Withdrawal or Aegrotat](#)).

SCAS will be collecting this feedback in a variety of ways, including meetings with key stakeholders and a campus-wide survey. Feedback can also be shared directly with Ada Saab, the Associate University Secretary, via email (asaab@uvic.ca).

Undergraduate Academic Concessions Review Consultation and Correspondence list

A campus-wide survey was distributed to the campus community through the Campus Checklist for the months of June and July 2025. Ranging from faculty, student and staff members, there were 35 responses to the survey providing their various experiences with the undergraduate Academic Concessions regulation.

Consultation Sessions:

- Associate Dean Academic Council (May 29, 2025)
- Student Wellness Centre (June 16, 2025)
- Chairs and Directors (June 19, 2025)
- Student Senators (June 19, 2025)
- Associate Dean Tri-Fac Advising (July 2, 2025)
- International Centre for Students (July 3, 2025)
- Sport Compliance and Student Support (July 3 and 16, 2025)
- Undergraduate Academic Advising (July 29, 2025)
- Office of the Registrar and Enrolment Management
 - Student Support Services (July 9, 2025)
 - Undergraduate Records (July 31, 2025)
- Student Development & Success Leadership Team (August 19, 2025)

Written Feedback Received:

- Department of Math and Statistics
- Department of Health Information Science
- Centre for Accessible Learning
- Ombudsperson
- Associate Dean Tri Faculty Undergraduate Advising
- Senate Standing Committees
 - Senate Committee on Admission, Re-registration and Transfer Appeals
 - Senate Committee on Learning and Teaching

SENATE



SENATE COMMITTEE ON AGENDA AND GOVERNANCE

To: Senate
From: Senate Committee on Agenda and Governance
Date: September 19, 2025
Re: Appointments to the 2025/2026 Senate Standing Committees

The Senate Committee on Agenda and Governance nominations sub-committee met on September 19, 2025 to consider appointments to the 2025/2026 Senate standing committees.

The Senate Committee on Agenda and Governance recommends to Senate the approval of appointments indicated in bold text in the attached document. Most new members are appointed for 3-year terms from July 1, 2025 to June 30, 2028. Committee chairs and student members appointed for one-year terms from July 1, 2025 to June 30, 2026.

Recommended Motion:

That Senate approve the appointments to the 2025/2026 Senate standing committees for the terms indicated in the attached document.

Respectfully submitted,

2025/2026 Senate Committee on Agenda and Governance

Robina Thomas (Chair), Acting President and Vice-Chancellor*

Carrie Andersen, University Secretary

Jason Colby, Faculty of Humanities

Elizabeth Croft, Vice-President Academic and Provost

Rob Hancock, Faculty of Social Sciences*

Inba Kehoe, McPherson Library*

Mark Laidlaw, Faculty of Science

Annalee Lepp (Vice-Chair), Faculty of Humanities*

Martha McGinnis, Faculty of Graduate Studies

Eva Thompson, Student Senator*

Alivia Wang, Convocation Senator

Ada Saab (Secretary), Associate University Secretary

Kathy MacDonald, (Recording Secretary), Senator Coordinator

*members of the Nominations Sub-committee

2025- 2026 Senate CommitteesSenate Committee on Academic Standards

Name	Faculty or Department	Term
Danu Stinson (NS) (Chair)	Graduate Studies	2028 (2022)
Dennine Dudley (S)	Fine Arts	2027 (2024)
Irina Paci (NS)	Science	2027 (2024)
Andrew Newcombe (S)	Law	2027 (2021)
Ben Pin-Yun Wang (NS)	Humanities	2027 (2024)
Robert Hancock (S)	Social Sciences	2027 (2021)
Sorin Rizeau (NS)	Peter B. Gustavson School of Business	2026 (2020)
Laura Vizina (NS)	Continuing Studies	2026 (2023)
Tim Pelton	Education	2028 (2022)
Yang Shi (NS)	Engineering and Computer Science	2026 (2022)
Vacancy	Health	2028 (2025)
Charlie Krueger	Student Senator	2026 (2025)
Emily Goodman	Student Senator	2026 (2025)
Michael Caryk (S)	Student Representative (UVSS)	2026 (2025)
Vacancy (NS)	Student Representative (GSS)	2026 (2025)
Alivia Wang (S)	Convocation Senator	2027 (2021)
Cedric Littlewood (NS)	Vice-President Academic and Provost or designate	2026 (2025) (ex officio)
Vacancy	President or nominee	2026 (2025) (ex officio)
Andrea Giles (NS)	Executive Director, Cooperative Education and Career Services	(ex officio)
Elizabeth Adjin-Tettey (NS)	Associate Vice-President Academic Programs	(ex-officio)
Wendy Taylor (NS)	Registrar	(ex officio)
Ashley de Moscoso (NS)	Associate Registrar	(ex officio)
Diana Varela (NS)	Associate Dean Academic Advising (Faculties of Science, Social Sciences and Humanities)	(ex officio)
Ada Saab (Secretary)	Associate University Secretary	

(S) – Senator

(NS) – non Senator

Senate Committee on Admission, Re-registration And Transfer Appeals

Name	Faculty or Department	Term
Erin Kelly (NS) (Chair)	Humanities	2026 (2020)
Ralf St. Clair (NS) (Vice-Chair)	Education	2026 (2023)
Claudia Smith (NS)	Peter B. Gustavson School of Business	2028 (2025)
Vacancy	Social Sciences	2028 (2025)
Vacancy	Science	2028 (2025)
Leigh Anne Swayne (S)	Health	2028 (2025)
Michael Zastre (NS)	Engineering & Computer Science	2026 (2023)
Vacancy	Fine Arts	2028 (2025)
Evan Maher (S)	Student Senator	2026 (2025)
Cohen Cheetham (S)	Student Senator	2026 (2025)
Dacian Filipescu (NS)	Student Representative (UVSS)	2026 (2025)
Vacancy	President or nominee	2026 (2025) (ex officio)
Diana Varela (NS)	Associate Dean Academic Advising (Faculties of Science, Social Sciences and Humanities)	(ex officio)
Trisha Best (NS)	Director, International Centre for Students	(ex officio)
Vacancy	Director or equivalent of an Advising Centre	2026 (2025) (ex officio)
Ai-Lan Chia (NS)	Associate Director, Counselling Services	(ex officio)
Wendy Taylor (NS)	Registrar	(ex officio)
Vacancy	Representative to the BC Council on Admission and Transfer, Transfer and Articulation Committee	(ex officio)
Zane Robison (Secretary)	Associate Registrar	
Heidi Neeves (Recording Secretary)	Central Services, OREM	

(S) – Senator
(NS) – non Senator

Senate Committee on Appeals

Name	Faculty or Department	Term
Janna Promislow (NS) (V) (co-Chair) Geoff Loomer (S) (V) (co-Chair)	Law	2027 (2021) 2028 (2025)
Vacancy	Graduate Studies	2028 (2025)
Elisabeth Gugl (NS)	Social Sciences	2028 (2025)
Lina Zhou (S)	Engineering and Computer Science	2026 (2023)
Stuart Snaith (NS)	Peter B. Gustavson School of Business	2026 (2023)
Leslee Francis Pelton (NS)	Education	2027 (2024)
Mark Laidlaw (S)	Science	2026 (2020)
Jill Walshaw (S)	Humanities	2027 (2024)
Jane Gair (S)	Health	2028 (2025)
Carmen Alatorre (S)	Fine Arts	2028 (2025)
Emily Goodman (S)	Student Senator	2026 (2025)
Michael Caryk (S)	Student Senator	2026 (2025)
Deborah Sharpe (S)	Student Senator	2026 (2025)
Daniil Filipovich (S)	Student Senator	2026 (2025)
Vacancy (S)	Student Senator	2026 (2025)
Maggie Lawton (NS)	Student Representative (GSS)	2026 (2025)
Ada Saab (Secretary)	Associate University Secretary	

(S) – Senator

(NS) – non Senator

Senate Committee on Awards

Name	Faculty or Department	Term
Maureen Ryan (S) (Chair)	Health	2027 (2021)
Vacancy	Engineering and Computer Science	2028 (2025)
Timothy Iles (NS)	Humanities	2028 (2025)
CindyAnn Rose-Redwood (S)	Social Sciences	2026 (2023)
Leslee Francis Pelton (NS)	Graduate Studies	2027 (2021)
Alyssa Manankil (NS)	Alumni Association	2027 (2021)
Vita Ipiroti (S)	Student Senator	2028 (2025)
Victor Arnal (NS)	Student Representative (GSS)	2026 (2025)
Cedric Littlewood (NS)	Chair, Faculty of Graduate Studies Awards Committee	(ex officio)
Donja Roberts (NS)	Scholarships Officer, Faculty of Graduate Studies	(ex officio)
Wendy Taylor (NS)	Registrar	(ex officio)
Thomas Stuart (S)	President or nominee	2026 (2025) (ex officio)
Lori Hunter (NS)	Director, Student Awards and Financial Aid	(ex officio)
Amanda Thornborough (Secretary)	Student Awards & Financial Aid	

(S) – Senator

(NS) – non Senator

Senate Committee on Continuing Studies

Name	Faculty or Department	Term
Jo-Anne Clarke (S) (Chair)	Dean, Continuing Studies	(ex officio)
Brock Smith (S)	Peter B. Gustavson School of Business	2027 (2024)
Valerie Irvine (S)	Education	2028 (2025)
Jens Weber (NS)	Engineering and Computer Science	2026 (2023)
Alexis Luko (NS)	Fine Arts	2026 (2023)
Vacancy	Health	2028 (2025)
Colin Macleod (S)	Humanities	2028 (2025)
Vacancy	Law	2028 (2025)
Chris Eagle (S)	Science	2026 (2023)
Helen Kurki (NS)	Social Sciences	2028 (2023)
Aarav Aggarwal (S)	Student Senator	2026 (2025)
Sarah Roberts (NS)	Student Representative (GSS)	2026 (2025)
Vacancy	Student Representative from diploma or certificate program in Continuing Studies	2026 (2025)
Natasha Thambirajah (NS)	Alumni Association	2028 (2022)
Kate Donovan (S)	Convocation Senator	2027 (2024)
Vacancy	President or nominee	2026 (2025) (ex officio)
Elizabeth Adjin-Tettey (NS)	Chair, Senate Committee on Planning	(ex-officio)
Kirsten Kopp (Secretary)	Continuing Studies	

(S) – Senator
(NS) – non Senator

Senate Committee on Curriculum

Name	Faculty or Department	Term
Dennine Dudley (S) (Chair)	Fine Arts	2028 (2025)
Vacancy (Vice-Chair)	TBD	2028 (2025)
Vivien Corwin (NS)	Peter B. Gustavson School of Business	(ex officio)
Leslee Francis Pelton (NS)	Education	(ex officio)
LillAnne Jackson (NS)	Engineering and Computer Science	(ex officio)
Catherine Harding (S)	Fine Arts	(ex officio)
Maureen Ryan (S)	Health	(ex officio)
Lisa Surridge (NS)	Humanities	(ex officio)
Patricia Cochran (NS)	Law	(ex officio)
Reuben Rose-Redwood (NS)	Social Sciences	(ex officio)
Chris Eagle (S)	Science	(ex officio)
Cedric Littlewood (NS)	Dean, Graduate Studies' nominee	2026 (2025) (ex-officio)
Vacancy	President or nominee	2026 (2025) (ex officio)
Vacancy	Vice-President Academic and Provost or designate	2026 (2025) (ex officio)
Danu Stinson (NS)	Chair, Senate Committee on Academic Standards	2026 (2025) (ex officio)
Charlie Krueger (S)	Student Senator from the Senate Committee on Academic Standards	2026 (2025) (ex officio)
Asia Longphee (NS)	Calendar Manager, Curriculum and Calendar	(ex officio)
Andrea Giles (NS)	Executive Director, Cooperative Education and Career Services	2026 (2025) (ex officio)
Wendy Taylor (NS)	Registrar	(ex officio)
Ashley de Moscoso (NS)	Associate Registrar	(ex officio)
Ada Saab (NS)	Associate University Secretary	(ex officio)
Ashley de Moscoso (Secretary)	Associate Registrar	
Ashley Badham (Recording Secretary)	Office of the Registrar and Enrolment Management	

(S) – Senator

(NS) – non Senator

Senate Committee on Learning and Teaching

Name	Faculty or Department	Term
Li-Shih Huang (NS) (Chair)	Graduate Studies	2027 (2024)
Todd Milford (S)	Education	2028 (2025)
Travis Martin (S)	Science	2026 (2023)
Daniela Constantinescu (S)	Engineering and Computer Science	2028 (2025)
Erin Campbell (S)	Fine Arts	2026 (2020)
Brock Smith (S)	Peter B. Gustavson School of Business	2028 (2022)
Miranda Angus (NS)	Continuing Studies	2028 (2022)
April Nowell (S)	Social Sciences	2027 (2024)
Lynne Marks (S)	Humanities	2027 (2021)
Anastasia Mallidou (S)	Health	2026 (2023)
Tim Richards (NS)	Law	2028 (2025)
Mackenzie McNiven (S)	Student Senator	2026 (2025)
May Kong (S)	Student Senator	2026 (2025)
Georgia De Souza (NS)	Student Representative (UVSS)	2026 (2025)
Griffin Foster (NS)	Student Representative (UVSS)	2026 (2025)
Semyon Drozdetsckii (NS)	Student Representative (GSS)	2026 (2025)
Linnea Leist (NS)	Alumni Association	2028 (2025)
Vacancy	Library, (FALC)	2028 (2025)
Victoria Wyatt (S)	Convocation Senator	2027 (2024)
Vacancy	University Librarian or designate	2026 (2025) (ex officio)
Wency Lum (NS)	Associate Vice-President Systems & Chief Information Officer	(ex officio)
Andrea Giles (NS)	Executive Director, Cooperative Education and Career Services	(ex officio)
Shailoo Bedi (NS)	Executive Director, Learning and Teaching Support and Innovation	(ex officio)
Vacancy	President or nominee	2026 (2025) (ex officio)
Elizabeth Adjin-Tettey (NS)	Associate Vice-President Academic Programs	(ex officio)
Ada Saab (Secretary)	Associate University Secretary	

(S) – Senator
(NS) – non Senator

Senate Committee on Libraries

Name	Faculty or Department	Term
Adrienne Boyarin (NS) (Chair)	Humanities	2026 (2020)
Robert Howell (NS)	Law	2028 (2025)
Martha McGinnis (S)	Graduate Studies	2027 (2021)
Vacancy	Education	2028 (2025)
Tatiana Shumilina (NS)	Continuing Studies	2026 (2023)
Lina Zhou (S)	Engineering and Computer Science	2026 (2023)
Danielle Geller (NS)	Fine Arts	2026 (2023)
Brian Thom (NS)	Social Sciences	2028 (2022)
Sudhir Nair (S)	Peter B. Gustavson School of Business	2026 (2023)
Vacancy	Health	2028 (2025)
Andrew Weaver (S)	Science	2027 (2024)
Artem Kuklev (S)	Student Senator	2026 (2025)
Bernardo Leite (NS)	Student Representative (GSS)	2026 (2025)
Victor Ramraj (NS)	Representative of Council of Centre Directors	2027 (2021)
Matt Huculak (NS)	Librarian selected by Faculty Association Librarians' Committee (FALC)	2026 (2023)
Ry Moran (NS)	Associate University Librarian	(ex-officio)
Shahira Khair (NS)	Associate University Librarian	(ex-officio)
Karen Munro (NS)	Associate University Librarian	(ex officio)
Vacancy	President or nominee	2026 (2025) (ex officio)
Wency Lum (NS)	Associate Vice-President Systems & Chief Information Officer	(ex officio)
Jonathan Bengtson (S)	University Librarian	(ex officio)
Kaelan Smith (Secretary)	University Librarian's Office	

(S) – Senator
(NS) – non Senator

Senate Committee on Planning

Name	Faculty or Department	Term
Elizabeth Adjin-Tettey (NS) (Chair)	Associate Vice-President Academic Programs	(ex officio)
Jie Zhang (NS)	Peter B. Gustavson School of Business	2027 (2021)
Breanna Lawrence (NS)	Education	2027 (2024)
Kristin Semmens (NS)	Humanities	2027 (2024)
Vacancy	Fine Arts	2028 (2025)
Scott Watson (NS)	Social Sciences	2028 (2025)
Tim Hopper (S)	Health	2028 (2025)
Annalee Lepp	Dean (nominated by the Deans)	2028 (2022)
Ilamparithi Thirumarai-Chelvan (NS)	Engineering and Computer Science	2028 (2025)
Geoff Loomer (S)	Law	2026 (2024)
Alexandre Brolo (NS)	Science	2027 (2021)
Martin Farnham (S)	Graduate Studies	2028 (2025)
Tania Muir (NS)	Continuing Studies	2026 (2023)
Cole Kennedy (S)	Student Senator	2026 (2025)
Griffin Foster (NS)	Student Representative (UVSS)	2026 (2025)
Stuart Snaith (NS)	President's nominee	2026 (2025) (ex officio)
Wendy Taylor (NS)	Registrar	(ex officio)
Andrea Giles (NS)	Executive Director, Cooperative Education and Career Services	(ex officio)
Shailoo Bedi (NS)	Vice-President Academic and Provost or designate	2026 (2025) (ex officio)
Fraser Hof (NS)	Vice-President Research and Innovation or designate	2026 (2025) (ex officio)
Robin Hicks (S)	Dean, Faculty of Graduate Studies	(ex officio)
Ada Saab (NS)	Associate University Secretary	(ex officio)
Sandra Duggan (Secretary)	Office of the Vice-President Academic and Provost	

(S) – Senator
(NS) – non Senator

Senate Committee on University Budget

Name	Faculty or Department	Term
David Scoones (NS) (Chair)	Social Sciences	2027 (2024)
Qianqian Du (NS)	Peter B. Gustavson School of Business	2027 (2024)
Loren Gaudet (NS)	Humanities	2026 (2023)
Phalguni Mukhopadhyaya (NS)	Engineering and Computer Science	2028 (2022)
Catherine Harding (NS)	Fine Arts	2026 (2022)
Chris Eagle (S)	Science	2028 (2025)
Vacancy (S)	TBD	2028 (2025)
Logan Hudson (S)	Student Senator	2026 (2025)
Kelly Diether (S)	Convocation Senator	2027 (2021)
Qwul'sih'yah'maht, Robina Thomas (S)	Acting Chair of Senate	(ex officio)
Ada Saab (Secretary)	Associate University Secretary	

(S) – Senator
(NS) – non Senator

SENATE



SENATE COMMITTEE ON AWARDS

To: Senate
From: Senate Committee on Awards
Date: September 17, 2025
Re: New and Revised Awards

The Senate Committee on Awards met on May 14, June 11, July 9, August 14, September 10 and approved a number of new and revised awards for Senate's approval. Terms contained within this document are defined in Appendix 1 and Terms of Reference for these awards are in Appendix 2.

Recommended Motion:

That Senate approve, and recommend to the Board of Governors that it also approve, the new and revised awards set out in the attached document:

- Mia Gucci Gunter Spirit Vikes Women's Soccer Annual Award (New)
- Jean (Nicholson) and David Johnstone Chabassol Award in Education* (Revised)
- Wuhan Britain-China International School, China, Entrance Scholarship (New)
- Majestic International College Guangzhou, China, Entrance Scholarship (New)
- Doug Koch Memorial Award (Revised)
- Level Up Award presented by Codename Entertainment* (Revised)
- Royal Jubilee Hospital School of Nursing Alumnae Assoc Student Award* (Revised)
- Patty Clarke Award for Students with a Physical Disability* (New)
- Law Class of 1994 Prize in Indigenous Field Study (Revised)
- Vikes Women's Field Hockey Spirit Award* (New)
- Agamemnon Kasapi and Family Scholarship* (Revised)
- Georgi Ignatov MBA in Sustainable Innovation Scholarship (Revised)
- CIC Victoria Scholarship (Revised)
- Marilyn McCrimmon Scholarship* (Revised)
- Robert & Norah Wallace Commemorative Scholarship* (Revised)
- Gerald H. Sedger Undergraduate Scholarship* (New)
- Ross & Stephanie Bailey Graduate Award* (New)
- Alan Steven John Award in Visual Arts (Revised)
- Charles S. Humphrey Graduate Student Scholarship* (Revised)
- Coastal Climate Solutions Leaders Graduate Scholarship in BC Biodiversity Conservation (New)
- David F. Strong Research Scholarship* (Revised)
- Dr. Larry McCann Award for Interdisciplinary Leadership in Geography (New)
- Faculty of Humanities Travel and Learning Award (Revised)
- Gerald H. Sedger Graduate Scholarship* (New)

- Graduate Economics Scholarship for Women (New)
- Harambee Refugee Award (Revised)
- Ian Manners Materials Scholarship* (New)
- Mark Krasnick Leadership Award* (Revised)
- Salish Weave Indigenous Education Award (New)
- Salish Weave Visual Arts Award (New)
- Sydney Bednarik Mental Health Foundation Scholarship (New)
- Women Continuing in Engineering and Computer Science Award (New)
- Black Student Leadership Entrance Award (New)
- CFUW Victoria Graduate Scholarship in Health* (New)
- Satir-Banmen-Lum Counselling Psychology Scholarship (Revised)

** Administered by the University of Victoria Foundation*

Respectfully submitted,

2025/2026 Senate Committee on Awards

Maureen Ryan (Chair), Faculty of Health

Victor Arnal, GSS Representative

Leslee Francis Pelton, Faculty of Graduate Studies

Lori Hunter, Director, Student Awards and Financial Aid

Timothy Iles, Faculty of Humanities

Vita Ipiroti, Student Senator

Alyssa Manankil, Alumni Association

Cedric Littlewood, Associate Dean, Faculty of Graduate Studies

Donja Roberts, Scholarship Officer, Faculty of Graduate Studies

CindyAnn Rose-Redwood, Faculty of Social Sciences

Wendy Taylor, Registrar

Amanda Thornborough (Secretary), Student Awards and Financial Aid

Appendix 1

Scholarships, medals and prizes

Scholarships, medals and prizes are awarded to students primarily on the basis of academic merit. Other additional eligibility criteria, as specified in the terms of reference, will be considered when selecting recipients. Scholarships, medals and prizes for undergraduate students are administered by Student Awards and Financial Aid (SAFA). Detailed information about the terms of reference and application process (if applicable) for undergraduate scholarships, medals and prizes is available on the SAFA [website](#).

Awards

UVic also offers non-repayable funding referred to as awards. Recipients are selected on the basis of the eligibility criteria specified in the terms of reference for each award. Eligibility criterion may include, but are not limited to, a minimum academic achievement, financial need, identifying with a group with historical and/or current barriers to equity, program of study or participation in a varsity sport.

Recipients of athletic awards are selected on the basis of the eligibility criteria specified in the terms of reference for the award and the requirements stipulated by U SPORTS; an organization external to UVic that establishes the funding rules for student athletes in varsity sport at participating universities in Canada.

U SPORTS regulations state that student athletes receiving an athletic award in their entering year who have never participated in varsity sport at a post-secondary institution are not required to meet a minimum grade point average requirement.

Continuing student athletes must have passed a minimum of 9.0 units for credit with a minimum GPA of 3.0 in the preceding September to August terms of study. The total combined value of athletic awards cannot exceed the student's assessed tuition and mandatory fees for the terms in which they receive the funding.

Bursaries

Bursaries are non-repayable financial assistance awarded on the basis of financial need and satisfactory academic standing. There may be additional selection criteria specified in the terms of reference, but financial need is the primary selection criteria.

Detailed information about the online bursary application process is available on the SAFA [website](#).



Appendix 2

Terms for New and Revised Awards

Additions are underlined

Deletions are ~~struck through~~

Mia Gucci Gunter Spirit Vikes Women's Soccer Annual Award (New)

One or more awards are given to undergraduate or graduate students who compete on the Vikes Women's Soccer Team at the University of Victoria. Eligible students must meet all U SPORTS eligibility requirements. The successful award recipients will be student-athletes who best exemplify Mia's greatest qualities, including a strong work ethic, a commitment to both Vikes Soccer and the broader Varsity community at UVic, a consistently positive attitude, a natural ability to lead, a talent for finding humour and laughter in everyday moments and a dedication to fostering a strong and supportive team culture. Award recipients will be nominated by the Director, Varsity Performance Sport in consultation with the Varsity Head Coach. Approval of the recipients will be made by the Senate Committee on Awards upon the recommendation of the Department of Wellness, Recreation and Athletics.

Jean (Nicholson) and David Johnstone Chabassol ~~Award~~ Bursary in Education* (Revised)

One or more ~~awards~~ bursaries are ~~given~~ awarded to undergraduate students pursuing a Bachelor of Education ~~degree or Diploma in Secondary Education in the Secondary Post-Degree Professional Program (Secondary)~~ with demonstrated financial need. Approval of the recipients is made by the Senate Committee on Awards upon the recommendation of the Faculty of Education.

Wuhan Britain-China International School, China, Entrance Scholarship (New)

One or more \$15,000 scholarships are awarded to academically outstanding international students who have graduated from Wuhan Britain-China International School, China and are entering directly into the first year of an undergraduate degree program at the University of Victoria. If the recipient is also eligible for the University of Victoria International Entrance Scholarship, they will receive the scholarship with the higher value.

Approval of the recipients is made by the Senate Committee on Awards upon the recommendation of Wuhan Britain-China International School, China.

Majestic International College Guangzhou, China, Entrance Scholarship (New)

One or more \$15,000 scholarships are awarded to academically outstanding international students who have graduated from Majestic International College Guangzhou, China, and are entering directly into the first year of an undergraduate degree program at the University of Victoria. If the recipient is also eligible for the University of Victoria International Entrance Scholarship, they will receive the scholarship with the higher value.



Approval of the recipients is made by the Senate Committee on Awards upon the recommendation of Majestic International College Guangzhou, China.

Doug Koch Memorial Award (Revised)

One ~~award~~ scholarship of \$3,000 is ~~given~~ awarded to an entering undergraduate student with demonstrated financial need, with preference for an Esquimalt High School graduate ~~with demonstrated financial need~~.

Level Up Award presented by Codename Entertainment* (Revised)

One or more awards are given to undergraduate students continuing in fourth year in either the Department of Computer Science or the Department of Software Engineering who have an interest in game development.

Applicants must:

- submit a letter (maximum 500 words) answering the question "What do video games mean to you?",
- have demonstrated a strong aptitude for programming, and
- have demonstrated an interest in game development through:
 - previous experience developing games, internships, co-ops, or work experience in the video game industry
 - participation in Game Jams
 - developing personal game projects
 - membership or participation in groups such as the International Game Developers Association (IGDA) or UVicGameDev

Application forms are available on the Faculty of Engineering and Computer Science website and must be submitted by ~~May 31~~ March 31. Approval of the recipient(s) will be made by the Senate Committee on Awards upon the recommendation of the Faculty of Engineering and Computer Science.

Royal Jubilee Hospital School of Nursing Alumnae Assoc Student Award* (Revised)

One or more awards are given to undergraduate or graduate students continuing in the School of Nursing ~~or enrolled in a program related to Nursing in Health Information Science~~. Eligibility is based on the following order ~~or~~ of priority:

1. Alumnae of the Royal Jubilee School of Nursing,
2. Descendants of an alumna of the Royal Jubilee Hospital School of Nursing. Applicants must state their relationship to the alumna, their alumna's maiden name (if applicable) and the year the alumna graduated,
3. Undergraduate students in the BSN program.

Undergraduate students can apply via Online tools under Student Awards and Financial Aid. Graduate students can apply by April 30 at the School of Nursing office. Approval of the recipients will be made by either the Senate Committee on Awards or the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the School of Nursing.

Undergraduate students registered in at least 4.50 academic units and Graduate students registered in at least 1.5 academic units are eligible for this scholarship award.

Patty Clarke Award for Students with a Physical Disability* (New)

One or more awards will be given to an entering or continuing student(s) with a physical disability in any undergraduate program who has demonstrated financial need.

Law Class of 1994 Prize in Indigenous Field Study (Revised)

~~At least two~~ One or more awards, of at least \$2,500 each, will be given to undergraduate students in the Faculty of Law who have demonstrated excellence in LAW 350I (Indigenous Field Study Level I) or LAW 450I (Indigenous Field Study Level II). This award may be given to graduating students.

Approval of the recipients will be made by the Senate Committee on Awards upon the recommendation of the Faculty of Law.

Vikes Women's Field Hockey Spirit Award* (New)

One or more award(s) are given to undergraduate student athletes who compete on the Vikes Women's Varsity Field Hockey Team, with preference given to those athletes who go above and beyond to create an inclusive environment for their teammates. Eligible students must meet all U SPORTS eligibility requirements. Award recipients will be selected on the basis of work ethic, commitment and performance criteria by the Director, Varsity Performance Sport in consultation with the Varsity Head Coach. Approval of the recipients will be made by the Senate Committee on Awards upon the recommendation of the Department of Wellness, Recreation and Athletics.

Agamemnon Kasapi and Family Scholarship* (Revised)

One scholarship of ~~\$25,000 or more~~ will be awarded to an academically outstanding undergraduate student with the highest GPA in any program in the Faculty of Science at UVic at the completion of their first year, who is entering second year in the Faculty of Science and is a Canadian citizen. In the case of equally qualified candidates, the student with the highest mark in their first-year calculus course (MATH 100 or MATH 109) will be selected. If candidates are still equally qualified, the student who achieved the highest GPA while taking the greatest number of units will be selected. Payment of the scholarship will be in two equal installments, half in Term 1 and half in Term 2 of the ~~Winter Session~~.

The scholarship is automatically renewed for each year of the student's full-time study in a program in the Faculty of Science until the completion of a first undergraduate degree or for a maximum of two renewals, whichever is the shorter period. To be automatically renewed, a student must have completed a minimum of 12 or more graded units in any two terms of study between May and April and maintained a grade point average of 7.50/9.00 or higher on the best 12 units. A student whose grade point average falls below 7.50/9.00 may file a written appeal with the Senate Committee on Awards to seek special consideration for the renewal of the scholarship.

Students registered in a co-op or work experience work-term will automatically be renewed when they next complete 12 or more graded units in two terms, provided they have a grade point average of 7.50/9.00 or higher in two terms. Any student who takes neither a co-op, work-experience work-term, nor graded units for more than one term will forfeit their scholarship.

Georgi Ignatov MBA in Sustainable Innovation Scholarship (Revised)

Two scholarships of ~~\$2,500~~ \$5,000 each are awarded to academically outstanding international students entering the MBA in Sustainable Innovation at the Sardul S. Gill Graduate School at the Peter B. Gustavson School of Business. Preference is given to students interested in entrepreneurship who plan to start their own business. Further preference is for students with financial need.

Approval of the recipients will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Sardul S. Gill Graduate School at the Peter B. Gustavson School of Business.

CIC Victoria Scholarship (Revised)

One scholarship of ~~\$1,500~~ \$2,000 is awarded to an academically outstanding undergraduate student entering third or fourth year in the Department of Political Science who is taking courses in Canadian foreign policy, international relations, and/or global affairs at the University of Victoria. Approval of the recipient will be made by the Senate Committee on Awards upon the recommendation of the Department of Political Science.

Marilyn McCrimmon Scholarship in Education* (Revised)

A scholarship is awarded to a Masters student enrolled in their second year of Counselling Psychology in the Faculty of Health or Educational Psychology, or and Leadership Studies in the Faculty of Education. Preference will be given to:

- students with financial need
- students enrolled in an internship or co-op.

The award is given on a rotating basis, beginning with the Faculty of Education. Part-time students (minimum 1.5 units per term) are eligible for this award. Approval of the recipient will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Department of Educational Psychology and Leadership Studies or the Counselling Psychology program.

Robert & Norah Wallace Commemorative Scholarship* (Revised)

Five scholarships, one each in the Faculties of Education, Fine Arts, ~~Human and Social Development~~ Health, Humanities and Science, are awarded to academically outstanding students entering one of the final two years of undergraduate studies.

Gerald H. Sedger Undergraduate Scholarship* (New)

One or more scholarships are awarded to academically outstanding transferring or continuing undergraduate students.



Ross & Stephanie Bailey Graduate Award* (New)

One or more awards, of a minimum of \$2,500 each, are given to graduate students in the Faculty of Engineering and Computer Science who have a learning disability. Preference is for students in Mechanical Engineering working on projects associated with the Institute for Integrated Energy Systems (IESVic) or Accelerated Community Energy Transformation (ACET). Further preference is for students with financial need. Students must apply to the Dean's Office, Faculty of Engineering and Computer Science, by November 15th.

Approval of the recipients is made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Faculty of Engineering and Computer Science.

Alan Steven John Award in Visual Arts (Revised)

Three awards of \$9,000 each are given to undergraduate students ~~entering~~ continuing or transferring into second or third year in the Department of Visual Arts with a minimum GPA of 4.0/9.0 and who:

- have demonstrated financial need
- are Canadian citizens, and
- graduated from a high school in BC.

Preference is for students with an interest in painting or sculpture and who are under 30 years of age when entering second year and a further preference is for at least one recipient to be a Canadian-born Indigenous student.

Approval of the recipients will be made by the Senate Committee on Awards upon the recommendation of the Department of Visual Arts.

To be automatically renewed a student must have completed a total of 12 or more academic units in any two terms of study between May and April and maintained a grade point average of 4.0/9.0 or higher on the best 12.0 units. The scholarship is automatically renewed for each year of a student's full time study until the completion of a first degree or for a maximum of two years, whichever is the shorter period. A student whose grade point average falls below 4.0/9.0 may file a written appeal with the Senate Committee on Awards to seek special consideration for renewal of the award.

Students registered in a co-op or work experience work-term will automatically be renewed when they next complete 12.0 or more academic units in two terms, provided they have a grade point average of 4.0/9.0 or higher in the two terms. Any student who takes neither a co-op, work experience work-term, nor 80% of a full course load for more than one term may forfeit their award.

Charles S. Humphrey Graduate Student Award Scholarship* (Revised)

~~Additional awards, One or more awards scholarships each of \$2,500, each may be granted given to academically outstanding graduate students highly qualified candidates in the Divisions Faculty of Science and or the Faculty of Engineering and Computer Science.~~
Approval of the recipients will be made by the Faculty of Graduate Studies; Graduate Awards

Committee upon the recommendation of the Faculty of Science or the Faculty of Engineering and Computer Science.

Coast Climate Solutions Leaders Graduate Scholarship in BC Biodiversity Conservation (New)

Two scholarships of \$12,500 each are awarded each year to academically outstanding graduate students registered in the Coastal Climate Solutions Leaders program. The students' thesis research must be focused on B.C. biodiversity and its conservation. Approval of the recipient(s) will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Coastal Climate Solution Leaders Management Committee. A student may receive this award in multiple years, but must be nominated each year.

David F. Strong Research Scholarship* (Revised)

One or more ~~David F. Strong Research Scholarships~~ will be awarded to academically outstanding graduate students who currently hold a Canadian federal research council award valued between ~~\$27,000~~ ~~\$17,500~~ and ~~\$40,000~~ ~~\$35,000~~. These awards are tenable for one year only. Applicants must submit a letter of reference from their graduate supervisor or advisor.

Approval of the recipients will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation from departments.

Dr. Larry McCann Award for Interdisciplinary Leadership in Geography (New)

One award of \$1,000 is given to an undergraduate student in the Department of Geography. Applicants must submit a brief essay (maximum of 300 words) highlighting how they have demonstrated leadership or ingenuity in their community and in what way this has made a tangible impact. Preference is for students with financial need. Further preference is for students who are members of groups with historical and/or current barriers to equality, including but not limited to:

- First Nations, Inuit and Métis peoples and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons who identify as women; and
- persons of marginalized sexual orientations, gender identities and gender expressions.

Approval of the recipient is made by the Senate Committee on Awards upon the recommendation of the Department of Geography.

Faculty of Humanities Travel and Learning ~~Scholarship~~ Award (Revised)

One or more ~~scholarships~~ awards are ~~awarded~~ given to academically outstanding undergraduate students in the Faculty of Humanities to assist with regional, national or international travel outside of Southern Vancouver Island (defined as the area south of Nanaimo and not including any of the Gulf Islands) in relation to a UVic course in the Faculty of Humanities. Coursework can be part of an exchange, study abroad, field school or Co-op placement in a program supported by a program in the Faculty.

Students with a GPA over 5.0 are eligible. Students must submit a budget for the amount requested (~~maximum \$2,000~~), a statement of no more than 350 words describing the purpose of the coursework and its relevance to the student's program of study, and one letter of support from appropriate instructors familiar with the student's academic work. The deadline for applications is March 1 (for summer travel) and June 1 (for fall or winter travel). All application materials should be addressed and submitted to the Associate Dean Academic, Faculty of Humanities. Approval of the recipient(s) will be made by the Senate Committee on Awards upon the recommendation of the Faculty of Humanities.

Gerald H. Sedger Graduate Scholarship* (New)

One or more scholarships are awarded to academically outstanding entering or continuing graduate students. Approval of the recipients will be made by the Faculty of Graduate Studies Graduate Awards Committee.

Graduate Economics Scholarship for Women (New)

Two scholarships of \$5,000 each are awarded to academically outstanding graduate women students who are entering their first year of a Masters or PhD program in the Department of Economics and who are Canadian citizens or permanent residents.

Preference will be given to students with financial need. Further preference is given to Indigenous students. Approval of the recipients will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Department of Economics.

Harambee Refugee award (Revised)

One award of at least \$5,000 and to a maximum of ~~\$10,000~~ \$15,000 is given to an entering or continuing undergraduate student with protected person or refugee status (including refugees who have been granted permanent resident status) and who:

- * Demonstrates financial need;
- * Identifies as a woman student;
- * Is from an African country, or who ~~have~~ has immigrated to Canada from an African country;
- * Demonstrates involvement in university or community activities, with a preference for a Varsity athletics athlete.

*Applicants must submit a 100 word statement explaining their involvement in university or community activities.

Applicants must submit a letter from an immigration consultant, Regulated Canadian Immigration Consultants (RCIC), in the UVic International Centre for Students that confirms protected person or refugee status. Students registered in a minimum of 9.00 units in two of the three terms of study in the May to April academic year are eligible to apply.

Ian Manners Materials Scholarship* (New)

One or more scholarships are awarded to academically outstanding graduate students in the Department of Chemistry whose research focusses on the study of materials. This includes, but is not limited to, the synthesis of molecular, polymeric, nanoparticle or solid-state materials, the investigation of their fundamental properties, such as physical, optical and electronic, and/or

applications of such materials. Preference will be given to students with financial need. Approval of the recipient(s) will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Department of Chemistry.

Mark Krasnick Leadership Award* (Revised)

One or more awards are given to third or fourth year ~~First Nations~~ Canadian-born Indigenous undergraduate students in the Faculty of ~~Human & Social Development Health~~, the Faculty of Law or the ~~Faculty Peter B. Gustavson School of Business~~, who demonstrate leadership in an either the First Nations Indigenous community or within the Faculty. Preference will be given to a candidate whose primary residence is in British Columbia residents.

Salish Weave Indigenous Education Award (New)

One award of \$5,000 is given to a Canadian-born undergraduate Indigenous student in the Faculty of Education who is continuing in either the Bachelor of Education in Indigenous Language Revitalization (BEI ILR) program or the Indigenous Education Post-Degree Professional Program (PDPP). Preference will be given to a student from Coast Salish First Nations. Approval of the recipient will be made by the Senate Committee on Awards upon the recommendation of the Department of Indigenous Education.

Salish Weave Visual Arts Award (New)

One award of at least \$5,000 is given to a Canadian-born undergraduate Indigenous student entering or continuing in the Department of Visual Arts. Preference will be given to a student from Coast Salish First Nations. Approval of the recipient will be made by the Senate Committee on Awards upon the recommendation of the Department of Visual Arts.

Sydney Bednarik Mental Health Foundation Scholarship (New)

One scholarship is awarded to an academically outstanding graduate student that is participating in a Psychology Internship Program. Preference will be given to a student with financial need. Approval of the recipient is made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Department of Psychology.

Women Continuing in Engineering and Computer Science Award (New)

Two awards of \$5,000 each will be provided annually to support woman-identifying undergraduate students who are continuing their studies in the Faculty of Engineering and Computer Science. Preference will be given to students who are from Vancouver Island and further preference for students who demonstrate financial need. Approval of the recipient is made by the Senate committee on Awards upon the recommendation of the Faculty of Engineering and Computer Science.

Black Student Leadership Entrance Award (New)

One or more awards of \$5,000 are given to entering undergraduate students who self-identify as Black and who have demonstrated leadership qualities and extracurricular activities that strengthen the community. Students must submit a letter (maximum 300 words) outlining



their contribution to the community. Applicants who completed secondary school more than two years prior to commencing their studies at UVic are eligible.

Approval of the recipients will be made by the Senate Committee on Awards upon the recommendation of the Division of Student Affairs.

CFUW Victoria Graduate Scholarship in Health* (New)

One scholarship is awarded to a woman graduate student in the Faculty of Health. The scholarship will be awarded on a rotating basis in the following order: School of Nursing, School of Social Work, School of Exercise Science, Physical and Health Education, School of Health Information Science, School of Medical Sciences, School of Public Health and Social Policy, Counselling Psychology Program, Clinical Psychology Program. Approval of the recipient will be made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Schools and Programs.

Satir-Banmen-Lum Counselling Psychology scholarship (Revised)

A scholarship of \$1,000 is awarded to an academically outstanding graduate student in the Counselling Psychology program who is a member of one of more a groups ~~(s)~~ with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities; or
- ~~— persons who identify as women; and~~
- persons of marginalized sexual orientations, gender identities, and gender expressions.

Preference ~~will be given to~~ is for students with demonstrated financial need. Approval of the recipient is made by the Faculty of Graduate Studies Graduate Awards Committee upon the recommendation of the Faculty of Health Education.



SENATE



SENATE COMMITTEE ON CONTINUING STUDIES

To: Senate
From: Senate Committee on Continuing Studies
Date: September 3, 2025
Re: 2024/2025 Annual Report

The [Terms of Reference for the Senate Committee on Continuing Studies](#) define its scope and relationship with Senate and other Senate committees. Annually in October, the committee presents a report to Senate on its business and proceedings over the previous academic year.

The Senate Committee on Continuing Studies met five times during the academic year: October 1, 2024, November 1, 2024, December 3, 2024, March 6, 2025 and April 8, 2025. All meetings were held in person with the option to attend remotely. The committee reviewed academic programs and considered other issues over the course of the year, including:

- Review of the Teaching English as a Foreign Language Professional Specialization Certificate, Population Health Data Analysis Professional Specialization Certificate and University101;
- Review new programming including Diploma in Data Analytics and Management Science, Diploma in Digital Marketing, and Certificate in Data Analytics;
- Discussion of approval process for non-credit certificates and diplomas
- Follow-up reporting on Continuing Studies admission requirements and time to completion.

Major Issues considered

Review of the Teaching English as a Foreign Language Professional Specialization Certificate (October 1, 2024)

The committee was asked to approve the discontinuance of this PSC. It was created specifically for an international partner who is no longer interested in taking longer programs and, despite marketing efforts, has not sent students since prior to the COVID-10 pandemic. In general, international partners are looking for shorter, more cost-effective programming. The committee approved the discontinuance of this program.

New Non-credit Diploma in Data Analytics and Management Science (November 1, 2024)

Committee members reviewed a proposal for this new non-credit diploma which was created in response to rising interest in data skills across all sectors. The committee approved the non-credit Diploma in Data Analytics and Management Science and moved it forward to the Senate Committee on Planning for approval.

New Non-credit Diploma in Digital Marketing (December 3, 2024)

The committee approved the non-credit Diploma in Digital marketing and moved it forward to the Senate Committee on Planning for approval.

New Certificate in Data Analytics (March 6, 2025)

This new non-credit Certificate in Data Analytics is a subset of courses from the Diploma in Data Analytics for a domestic professional audience. It follows the Business Administration model, offering micro-certificates which can ladder to the certificate and then the diploma. The committee approved the non-credit Certificate in Data Analytics and moved it forward to the Senate Committee on Planning for approval.

Review of the process for non-credit certificates and diplomas for approval (March 6, 2025)

The Chair presented a draft proposal to update the process for non-credit certificates and diplomas to match the process for micro-credentials as well as other university faculty approval processes. The process would follow [University Policy AC1135](#), which is the Policy for the Establishment of Micro-certificate, Certificate and Diploma Programs. The committee discussed pros and cons of the concept. Further investigation is needed, and a proposal will come forward in the fall 2025.

Review of Population Health Data Analysis Professional Specialization Certificate (April 8, 2025)

Admission requirements for this program have posed significant barriers for learners. Plans are underway to move the outstanding curricula into a number of micro-credential offerings following a period of redesign. The committee approved the discontinuance of the Population Health Data Analysis Professional Specialization Certificate and moved it forward to the Senate Committee on Planning for approval.

Review of University 101 (April 8, 2025)

Although this is not a Senate approved program, University 101 is a non-credit program and, as such, the Senate Committee on Continuing Studies was deemed the most appropriate avenue for this review.

University 101 started in the Faculty of Humanities 20 years ago with support from three founding Deans in Humanities, Continuing Studies and Social Sciences. It grew organically into quite a robust program that provided wrap-around supports for learners to participate. While the program has been impactful for learners experiencing barriers to university education, there have been significant challenges in recent years making it no longer sustainable in its current format. While the committee expressed regret that the program is closing, they endorsed the recommendation of the University 101 Executive Committee to discontinue the program.

Report on Time-to-Completion Guidelines for Non-Credit Programs (March 6, 2025)

The Chair provided an update to the committee following questions about time-to-completion limits for non-credit diploma programs. Currently, international learners studying on a post-graduate work permit are expected to complete the program in two years because they are full-time. Domestic learners have up to six years as they typically take one or two course a term.

Report on Admission Requirements for Non-credit Programs (April 8, 2025)

The Chair provided an update to the committee on a review of admission requirements for non-credit programs. This arose from a SCCS discussion in 2024 about whether current practices may unintentionally create barriers for some learners. A comparative analysis of practices across other continuing education units in Canada and a review of DCs programs was completed. The committee reviewed new standardized language, which will be applied to program updates for 2025.

Respectfully submitted,

2025/2026 Senate Committee on Continuing Studies

Jo-Anne Clarke (Chair), Division of Continuing Studies

Elizabeth Adjin-Tettey, AVP Academic Programs and Chair, Senate Committee on Planning

Aarav Aggarwal, Student Senator

Kate Donovan, Convocation Senator

Christopher Eagle, Faculty of Science

Valerie Irvine, Faculty of Education

Alexis Luko, Faculty of Fine Arts

Colin Macleod, Faculty of Humanities

Brock Smith, Gustavson School of Business

Jens Weber, Faculty of Engineering & Computer Science

Kirsten Kopp (Secretary), Division of Continuing Studies/

2024/2025 Senate Committee on Continuing Studies

Jo-Anne Clarke, (Chair), Division of Continuing Studies

Elizabeth Adjin-Tettey, AVP Academic Programs and Chair, Senate Committee on Planning

Jeffrey Bruton, GSS Representative

Kate Donovan, Convocation Senator

Christopher Eagle, Faculty of Science

Li-Shih Huang, Faculty of Humanities

Helen Kurki, Faculty of Social Sciences

Alexis Luko, Faculty of Fine Arts

Doug Magnuson, Faculty of Human and Social Development

Solange Nicholson, Continuing Studies Student Representative

Brock Smith, Gustavson School of Business

Natasha Thambirajah, Alumni Association

Jens Weber, Faculty of Engineering and Computer Science

Kirsten Kopp (Secretary), Division of Continuing Studies

SENATE



SENATE COMMITTEE ON CURRICULUM

To: Senate
From: Senate Committee on Curriculum
Date: September 17, 2025
Re: 2024/2025 Annual Report

The [Terms of Reference for the Senate Committee on Curriculum](#) define its scope and relationship with Senate and other Senate committees. Annually in October, the committee presents a report to Senate on its business and proceedings over the previous academic year.

The Senate Committee on Curriculum (SCC) met three times in 2024-2025:

Cycle 3 - August 16, 2024

Cycle 1 - December 13, 2024

Cycle 2 - March 14, 2025

Throughout 2024-2025, the committee undertook the following work:

Review and approval of curriculum change submissions:

The Committee approved, and recommended that Senate approve, 968 submissions over the three Cycles (14 in C3, 513 in C1, 441 in C2).

An additional 846 change submissions were created to support the creation of the Faculty of Health. These submissions allowed for the reassignment of all courses, programs, and general information and requirements to their new faculties, as previously approved by Senate.

Consultation with other Senate Standing Committees:

As in previous years, there were discussions regarding the intersections between SCC and various other Senate standing committees with the aim of ensuring that curriculum proposals are reviewed by all appropriate committees. Updated supporting documentation and forms within the curriculum management software to direct users to the appropriate information and contacts will continue to be monitored and regularly reviewed.

Projects and discussion topics:

Special topics courses continued to be a topic of discussion this year. In response to concerns raised at SCC during the 2023-2024 year, the Office of the Registrar and Enrolment Management (OREM) created a Special Topics Survey. FCC Chairs were encouraged to complete the survey and circulate more broadly within their units. The results of the survey were shared with the committee



at the Cycle 1 – May 2025 meeting in December 2024 and a decision was made to create a small working group to further explore current usage scenarios, best practices, and possible recommendations for language to be added during the upcoming review of policy AC1120.

Cross-listed courses and joint undergraduate-graduate courses were also discussed at multiple meetings this year. Members of the committee discussed that the language currently included in policy AC1120 does not adequately address current usage scenarios of joint undergraduate-graduate courses and a request was made to address this in the upcoming review of policy AC1120.

Respectfully submitted,

2025/2026 Senate Committee on Curriculum

Dennine Dudley, (Chair), Faculty of Fine Arts
Chris Eagle, Faculty of Science
Leslee Francis-Pelton, Faculty of Education
Andrea Giles, Co-op Education and Career Services
Catherine Harding, Faculty of Fine Arts
LillAnne Jackson, Faculty of Engineering and Computer Science
Cedric Littlewood, Faculty of Graduate Studies
Asia Longphee, Manager, Curriculum and Calendar
Reuben Rose-Redwood, Faculty of Social Sciences
Maureen Ryan, Faculty of Health
Ada Saab, Associate University Secretary
Danu Stinson, Chair, Senate Committee on Academic Standards
Lisa Surridge, Faculty of Humanities
Wendy Taylor, Registrar
Ashley de Moscoso (Secretary), Associate Registrar
Ashley Badham (Recording Secretary), Curriculum and Calendar

2024/2025 Senate Committee on Curriculum

David Scoones, (Chair), Faculty of Social Sciences
Graham Brown, Peter B. Gustavson School of Business
Ashley de Moscoso, Associate Registrar
Chris Eagle, Faculty of Science
Chelsey Evans, Co-operative Education and Career Services
Leslee Francis-Pelton, Faculty of Education
Sara Henderson, Acting Calendar Coordinator
LillAnne Jackson, Faculty of Engineering
Cedric Littlewood, Faculty of Graduate Studies
Geoffrey Loomer, Faculty of Law
Michele Martin, Division of Medical Sciences
Reuben Rose-Redwood, Faculty of Social Sciences

Maureen Ryan, Faculty of Human and Social Development
Ada Saab, Associate University Secretary
Danu Stinson, Chair, Senate Committee on Academic Standards
Lisa Surridge, Faculty of Humanities
Wendy Taylor, Acting Registrar
Asia Longphee (Secretary), Curriculum and Calendar

SENATE



SENATE COMMITTEE ON CURRICULUM

To: Senate
From: Senate Committee on Curriculum
Date: September 17, 2025
Re: 2025/2026 Cycle 3 Curriculum Submissions

All curriculum submissions are available for viewing by Senate on its SharePoint site using the following link: <https://uvic.sharepoint.com/sites/Senate>.

To access the submissions, navigate to the section titled '2025-2026 Senate agendas and materials'; click on the folder 'Curriculum changes effective January 1, 2026'.

Recommended Motions:

That Senate approve the curriculum changes recommended by the Faculties and the Senate Committee on Curriculum for inclusion in the January 2026 academic calendars.

That Senate authorize the Chair of the Senate Committee on Curriculum to make small changes and additions that would otherwise unnecessarily delay the submission of items for the academic calendar.

Respectfully submitted,

2025/2026 Senate Committee on Curriculum

Dennine Dudley, (Chair), Faculty of Fine Arts
Graham Brown, Peter B. Gustavson School of Business
Patricia Cochran, Faculty of Law
Chris Eagle, Faculty of Science
Leslee Francis-Pelton, Faculty of Education
Andrea Giles, Co-op Education and Career Services
Catherine Harding, Faculty of Fine Arts
LillAnne Jackson, Faculty of Engineering and Computer Science
Cedric Littlewood, Faculty of Graduate Studies
Asia Longphee, Manager, Curriculum and Calendar
Reuben Rose-Redwood, Faculty of Social Sciences
Maureen Ryan, Faculty of Health
Ada Saab, Associate University Secretary
Danu Stinson, Chair, Senate Committee on Academic Standards
Lisa Surridge, Faculty of Humanities
Wendy Taylor, Registrar
Ashley de Moscoso (Secretary), Associate Registrar
Ashley Badham (Recording Secretary), Office of the Registrar and Enrolment Management



**University
of Victoria**

Senate Committee on
Planning

MEMO

Date: September 17, 2025

To: Senate

From: Senate Committee on Planning

Re: **Proposal to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis**

At its meeting on May 7, 2025, the Senate Committee on Planning considered the proposal to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis.

This certificate is a four-course non-credit certificate developed and originally offered in partnership with Population Data (PopData), the Department of Geography and the Division of Continuing Studies (DCS). The program is delivered through two separate education platforms, UVic's Brightspace LMS and PopData's Secure Research Training Lab (SRTL).

With a focus on academic rigour, minimum undergraduate prerequisites and intensive 13-week courses involving significant weekly study demands, the program does not readily align with emerging micro-credential programs that are more easily accessible for an audience seeking short, affordable, professional skills training. As well, PopData's evolving operational changes have caused challenges for program staff in DCS working within the two-pronged learning platform.

The Division of Continuing Studies is proposing to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis as the program's original strengths are now contributing to its challenges in remaining competitive, nimble, and viable within the division's cost-effective program model.

The following motion is recommended:

That Senate approve, and recommend to the Board of Governors that it also approve, the proposal to discontinue the Non-credit Professional Specialization Certificate in Population Health Data Analysis, as described in the document "Professional Specialization Certificate in Population Health Data Analysis (non-credit)".

Respectfully submitted,

2024/2025 Senate Committee on Planning

Elizabeth Adjin-Tettey, Chair, Associate Vice-President Academic Programs

Alexandrine Boudreault-Fournier, Faculty of Social Sciences

Alexandre Brolo, Faculty of Science

Adam Con, Faculty of Fine Arts

Andrea Giles, Executive Director, Co-op. Education & Career Services

Robin Hicks, Dean, Faculty of Graduate Studies

Fraser Hof, Associate Vice-President Research and Innovation designate

Breanna Lawrence, Faculty of Education

Annalee Lepp, Dean, Faculty of Humanities
Geoff Loomer, Faculty of Law
Tania Muir, Division of Continuing Studies
Anthony Ryan, Student Senator
Maureen Ryan, Faculty of Human and Social Development
Ada Saab, Associate University Secretary
Kristin Semmens, Faculty of Humanities
Stuart Snaith, Peter B. Gustavson School of Business
Henning Struchtrup, Faculty of Engineering and Computer Science
Wendy Taylor, Registrar
Rosemary Webb, GSS representative
Jie Zhang, Peter B. Gustavson School of Business
Sandra Duggan, Secretary, Office of the Vice-President Academic and Provost

UNIVERSITY OF VICTORIA
STANDARD TEMPLATE FOR PROGRAM DISCONTINUATION – UNDERGRADUATE

Professional Specialization Certificate in

Population Health Data Analysis (non-credit)

(Template must be submitted as a Word document)

Submitted by:	Name and title	Email
Dean or designate	Dr. Jo-Anne Clarke, Dean, Division of Continuing Studies	uvcsdean@uvic.ca
Academic unit, department, or school	Miranda Angus, Director of Program and Partnership Development, Division of Continuing Studies	mangus@uvic.ca
Name, title, and email of contact person	Miranda Angus, Director of Program and Partnership Development, Division of Continuing Studies	mangus@uvic.ca
Anticipated implementation date of discontinuation		October, 2025

Please provide dates of all approvals

Required approvals	Date
Pre-consultation with AVPAP (by contact person and Dean/designate)	8 April 25
Departmental/School approval	N/A
Faculty Curriculum Committee approval	N/A
*Faculty Council approval (or <u>indicate</u> equivalent Faculty voting body)	Senate Committee on Continuing Studies 8 April 25

Please complete all rows with date or N/A

Consultations (as applicable must be initiated at least 6 weeks before SCP submission deadline; see notes below) *supporting documentation required for all consultations	Date (or N/A)	Supporting Documentation Attached (Y/N)
Libraries – Jonathan Bengtson, University Librarian bengtson@uvic.ca	N/A	
Co-operative Education and Career Services – Andrea Giles, Executive Director – cooped@uvic.ca	N/A	
Office of the Registrar and Enrolment Management – OREGSCPConsultation@uvic.ca	N/A	
Indigenous Academic and Community Engagement – Rob Hancock, Associate Director Academic, iaceadac@uvic.ca **Please complete the IACE Consultation form and submit with proposal.	N/A	
Consultation with related academic units/programs impacted by the discontinuation – (see Section D)	15 April 25	Yes

UNIVERSITY OF VICTORIA
STANDARD TEMPLATE FOR PROGRAM DISCONTINUATION – UNDERGRADUATE

Summary Description of Proposed Discontinuation

A. Provide a summary and rationale for the proposed discontinuation (maximum 1 page).

The Professional Specialization Certificate (PSC) in Population Health Data Analysis (PHDA) is a four-course non-credit certificate developed and originally offered in partnership with Population Data BC (PopData), the University of Victoria's Department of Geography (GEOG) and the Division of Continuing Studies (DCS). The program was approved by the University of Victoria (UVic) Board of Governors in February 2011. The first course in the program was offered in September 2011.

PHDA courses were designed to fill a gap in the training needs of those working in the field of epidemiology and statistical analysis, as well as researchers, policy makers, graduate students and faculty members working with data analysis pertaining to population health.

The PHDA program is delivered through the collaborative workings of two separate education platforms. Theoretical course work and related activities are delivered through the UVic's BrightSpace LMS. The hands-on data analysis lab components are made possible via remote desktop access to PopData's Secure Research Training Lab (SRTL). In addition to ongoing instructional facilitation both educational platforms include an IT support help line.

Although the program curriculum comprises valuable and specialized health data analytic content and skills training for those working or transitioning into the health and social science fields, the program structure, admission requirements, and administrative complexities associated with its delivery have negatively impacted its competitiveness in today's training market. In its present form, PHDA lacks the ability to be nimble and readily adaptable for ongoing currency.

The program was designed with a focus on academic rigour, minimum undergraduate prerequisites and intensive 13-week courses involving significant weekly study demands. These program characteristics do not readily align with emerging micro-credential programs, flexible registration and admission options, and a plethora of competing online data analytic courses that are less intensive, more easily accessible and offered at competitive pricing for an audience seeking short, affordable, professional skills training.

Furthermore, the program partnership with PopData, which had previously provided a unique, remotely accessed data analytic training lab, has become administratively more complex due to PopData's evolving operational changes (including dormancy of the Educational Training Unit) and increasing IT staffing demands. These changes have caused challenges for Continuing Studies PHDA program staff to maintain effective oversight of streamlined, time sensitive, administrative processes for course deliveries and course updates within the two-pronged learning platform (UVic LMS and PopData SRTL). In these ways, the program's original strengths are now contributing to its challenges in remaining competitive, nimble, and viable within the Continuing Studies cost effective program model.

UNIVERSITY OF VICTORIA
STANDARD TEMPLATE FOR PROGRAM DISCONTINUATION – UNDERGRADUATE

B. How does the proposed discontinuation impact students currently enrolled in the program and what is the transition plan for them to complete their program?

We will continue to schedule core courses through the discontinuance phase to allow for program completion. We will schedule selected elective course options and would allow a selection of in-lieu-of course options for elective completion, including core courses in the Certificate in Data Analytics (currently undergoing approvals) and [Diploma in Data Analytics for Management Science](#).

We are exploring alternative, viable options for curriculum that more strongly align with current labor market demands. Our focus is on adapting the existing program to better address emerging skill gaps in the workforce, particularly through the development of short micro credentials that offer flexible, industry-relevant learning opportunities, without barriers to entry, and at a lower price point than the current PHDA program. These credentials will provide students with targeted skills that are in high demand by employers, ensuring that graduates are well-equipped to meet the evolving needs of the job market and can access professional opportunities more rapidly and effectively.

Distribution of courses remaining for program students

Each PHDA student who is accepted into the program and registers for an initial course is tracked toward completion progress. There are currently 74 students who have registered in a course within the past three years. Of those 74 many have failed or subsequently dropped out of their initial course.

The following table reflects the distribution of completion requirements left for program learners:

Courses remaining	Number of Students
4	31
3	14
2	15
1	14
Total	74

UNIVERSITY OF VICTORIA
STANDARD TEMPLATE FOR PROGRAM DISCONTINUATION – UNDERGRADUATE

C. What impact will the proposed discontinuation have on resources such as faculty, staff appointments, and space?

N/A – this is a non-credit program with no faculty or space requirements. Program staff support other professional programming in their portfolios and will have additional capacity to support new programming, both for this audience and others.

D. Provide evidence of consultation with related programs and UVic departments/faculties participating or affected by the program discontinuation (emails/letters of support in an appendix).

While Geography has collaborated in an advisory capacity for the program, they agree with the rationale to discontinue. See Appendix A.

UNIVERSITY OF VICTORIA
STANDARD TEMPLATE FOR PROGRAM DISCONTINUATION – UNDERGRADUATE

Appendix A: Consultation with the Department of Geography

From: [Christopher Bone](#)
To: [Miranda Angus](#)
Subject: Re: PHDA Follow-Up
Date: April 15, 2025 10:22:08 AM
Attachments: [Outlook-UVIC mark .png](#)

Hi Miranda,

Thanks for your email. I have no concerns about the proposed discontinuance of the PHDA program.

Thanks,
Chris

Chris Bone, Associate Professor
Department of Geography, University of Victoria
250-472-5620



I acknowledge and respect the Lək̓ʷəŋən (Songhees and Esquimalt) peoples on whose territory the university stands and the Lək̓ʷəŋən and W̱SÁNEĆ peoples whose historical relationships with the land continue to this day.

From: Miranda Angus <mangus@uvic.ca>
Sent: Tuesday, April 15, 2025 8:02 AM
To: Christopher Bone <chrisbone@uvic.ca>
Subject: PHDA Follow-Up

Hi Chris –

Following up on our previous conversation RE: proposed PHDA discontinuance to confirm you have no concerns given the rationale? Thanks!

All the best,
Miranda

Miranda Angus
Director



Office of the Vice-President Academic and Provost
Michael Williams Building PO Box 1700 STN CSC Victoria BC V8W 2Y2 Canada
T 250-721-7013 | F 250-721-7216 | provasst@uvic.ca | www.uvic.ca/vpacademic

Date: September 17, 2025

To: Senate

From: Dr. Elizabeth Croft, Vice-President Academic and Provost

RE: **2024/25 Report on the Status of External Reviews of Academic Units**

Under policy AC1145, the Provost reports annually to the Senate Committee on Planning, Senate, and the Board of Governors on the status of external reviews of academic units.

UVic's external review process assists academic units in evaluating the quality of their programs and provides for internal and external accountability of academic programs. In 2024/25 the University continues to implement the recommendations from the fall 2018 Quality Assurance Process Audit (QAPA) conducted by the Degree Quality Assessment Board (DQAB). The assessors' report including recommendations is available [here](#).

Scheduling of Reviews

The following is a summary of academic units that underwent external reviews both virtually and in-person during the 2024/25 academic year, and academic units up for review in 2025/26. Executive summaries of the assessors' reports may be found on the Quality Assurance website: <https://www.uvic.ca/vpacademic/program-planning/program-reviews/index.php>

Given the success and environmental benefits of virtual external reviews, the majority of reviews conducted in 2024/25 were held virtually by default. Exceptions were made for academic programs with physical spaces integral to their discipline—such as laboratories, studios, research facilities, or those with cultural or territorial significance. The flexibility to conduct virtual reviews was enabled by the amendments to the AC1145 policy and its associated procedures in October 2020. It is anticipated that the same approach will continue for the 2025/26 review cycle.

Reviews Scheduled/Conducted in 2024/25	Schedule of Reviews to Initiate in 2025/26
Religion, Culture and Society Program	Department of English
Department of History	English Language Centre Program
Department of Biochemistry and Microbiology	School of Social Work





Office of the Vice-President Academic and Provost
Michael Williams Building PO Box 1700 STN CSC Victoria BC V8W 2Y2 Canada
T 250-721-7013 | F 250-721-7216 | provasst@uvic.ca | www.uvic.ca/vpacademic

Department of Biology	School of Child and Youth Care
Department of Pacific and Asian Studies	Department of Civil Engineering
School of Public Administration	Department of Writing
School of Music	Department of Sociology
Department of Philosophy	Department of Economics
Academic and Technical Writing Program	
Indigenous Studies Program	
Department of Physics and Astronomy	
School of Nursing	
Department of Art History and Visual Studies	
Department of Geography	
School of Public Health and Social Policy	





Office of the Vice-President Academic and Provost | University of Victoria
Michael Williams Building A244 PO Box 1700 STN CSC Victoria BC V8W 2Y2 Canada
250-721-7013 | provasst@uvic.ca | uvic.ca/vpacademic

To: Members of Senate
CC: Elizabeth Croft, Vice-President Academic and Provost
UVic Accessibility Committee Co-Chairs
From: Helga Hallgrímsdóttir, Deputy Provost
Date: September 17, 2025
Subject: **Academic Accommodation Policy (AC1205) Annual Report**

Background

UVic has a moral and legal obligation under the BC Human Rights Code to provide reasonable accommodation to students with disabilities unless it would constitute undue hardship to the university to do so. The revised Academic Accommodation Policy (AC1205), approved by Senate in June 2024 and effective September 2024, reinforces this responsibility as a shared one among students, instructors, academic leaders, the Centre for Accessible Learning (CAL), the Division of Learning and Teaching Innovation (LTI), and other units. AC1205 articulates the expectations and responsibilities of the institution, instructors and students in a manner that is consistent with UVic's educational mandate and legal obligations.

This report, submitted by the Office of the Vice-President Academic and Provost (VPAC), addresses issues relevant to the implementation and improvement of AC1205. It summarizes the university's progress and ongoing commitment to fostering an inclusive and accessible learning environment for students with disabilities, as outlined in the policy.

AC1205 advances the work of the university's Accessibility Committee, established in 2022, and the priorities of the Accessibility Plan and Equity Action Plan.

Consultations

This inaugural report draws on consultations with a range of stakeholders, including academic leaders, instructors, students, and staff. In particular, input was gathered from Deans' Council, CAL, LTI, Associate Deans Academic, Senate, the Society for Students with Disability, and reports from the Ombudsperson. As part of the annual reporting process, VPAC will continue to consult and communicate with stakeholders on the implementation and ongoing improvement of this policy.

Context

UVic is committed to fostering an inclusive, supportive, accessible and welcoming learning environment for all students. We celebrate the diversity of our community and value the contributions of persons with disabilities. Currently, approximately 3,800 students—about 20% of UVic's student population—are



registered with CAL. This reflects a significant increase over time and is expected to grow as more students with disabilities transition successfully from the K-12 system to post-secondary education.

With the rise in both the number and complexity of accommodation needs, Canadian universities, including UVic, are facing significant challenges in meeting the needs of students with disabilities. Despite new and increased annual funding to both CAL and the Office of the Registrar and Enrolment Management (OREM) to support accommodated assessments, demand continues to outpace investment in traditional support models.

Recognizing that existing accommodation approaches are resource-intensive, unsustainable, and not access-centred, universities are moving away from traditional support models to ensure quality outcomes for students, financial sustainability, and a positive environment for students, faculty and staff. The focus is shifting towards access-centred teaching and assessment practices, which adopt proactive strategies to eliminate or minimize the need for individual accommodations.

Barriers and challenges

Supporting students with disabilities requires us to challenge the structural barriers that create exclusion—and reimagine education as a space where everyone belongs.

During this transition period toward proactive, access-centred teaching and assessment practices that reduce the need for individual accommodations, the volume of accommodation requests, along with the associated workload concerns, continues to be a challenge.

Implementing academic accommodation is a shared responsibility for all members of the campus community and requires tools and education to support instructors and students in meeting their responsibilities. Instructors play a key role in fostering inclusive environments through course design and teaching strategies. To be successful, they need access to straightforward solutions, practical supports and clear guidance that make inclusive practices easier to implement.

Students also have responsibilities within an access-centred environment. These include meeting the essential requirements of a course, registering with CAL for academic accommodation when eligible, and understanding how their individual accommodations apply in practice. For example, when courses are designed to anticipate and support diverse needs, many accommodations are holistically built in, reducing the need for differential treatment.

During 2024/25 Senate meetings, Senators noted additional considerations including discipline specific requirements for accommodations, possible curriculum and academic regulation changes to support accessibility, and the importance of transparency during this transition period and onwards.

The Society for Students with a Disability (SSD) also shared suggestions for accessible learning, and though these will require a multi-pronged approach, some strategies are already being implemented. For example, SSD identified hybrid learning and online resources as a priority, and a working group on classroom recording has since submitted recommendations to support both instructors and students in

effectively using recorded lectures. SSD also raised concerns about barriers to physical attendance, and timetables now list course modality to help students better assess accessibility.

The most recent provincial Quarterly Report from the Office of the Ombudsperson (July 1–September 30, 2024) listed human rights and disability accommodation as one of the highest topics in the post-secondary sector, making up 19% of sector-specific complaints and illustrating the need for increased accessibility across the province.

Based on feedback from across consultations, consideration must also be given towards the use of technology, academic integrity, grade inflation and workload, as well as consistent and equitable treatment for students.

Strategies and key initiatives

Advancing an access-centred approach requires a combination of discipline-specific approaches and strategic central supports as there is no single method that meets all needs. To maximize impact in a resource-constrained environment, targeted central resources are being maintained or implemented to support units.

The strategies outlined below highlight proposed, new and ongoing efforts to reduce barriers, provide practical support for instructors and students, and strengthen inclusive teaching and learning. Together, these initiatives illustrate UVic's commitment to addressing current challenges while supporting the transition to more access-centred practices.

CAL and OREM

CAL remains focused on its mandate of supporting students and instructors with complex accommodations. Initiatives undertaken by CAL in 2024/25 include a streamlined exam request process, simplified deadlines, new faculty-based accommodation workshops, and a pilot project to enhance accommodation summaries in the 200 largest courses. This project will be expanded to all courses in the next academic year. As well, work has been done to ease instructor access to Clockwork and accommodation letters, aiming to improve the management of academic accommodations and accessibility of their courses.

Centralized exam supports in OREM remain in place, including dedicated in-person service and revised exam scheduling that minimizes overlaps and distractions.

Pedagogical supports

Faculty are encouraged to create flexible and inclusive learning environments, subject to disciplinary and pedagogical requirements. LTI offers regular workshops, consultations and online resources to support instructors. New one-time funding in 2024/25 allowed the hiring of specialists in accessible curriculum development.

TA funding

A major initiative for 2025/26 is VPAC's allocation of one-time central funding for Teaching Assistants (TAs) to provide invigilation and assessment support. This funding relieves instructor workload, giving faculty more time to adapt teaching and assessment practices, while also providing employment opportunities for graduate students. LTI training resources are available for these TAs. Faculties are asked to direct TA resourcing toward high-enrolment courses and those most reliant on CAL and OREM services, with flexibility to align allocations with unit-level accessibility strategies. Increased TA support is expected to reduce demand for CAL and OREM services in the targeted courses. Service use will continue to be tracked, with Deans receiving data to guide decisions and assess impact.

Communities of practice

Good work is happening in faculties and units across campus to adopt access-centred approaches, and peer-to-peer learning creates opportunities for instructors to see how existing approaches to inclusive pedagogy can be applied in different teaching contexts. This exchange of ideas not only reduces duplication of effort but also builds collective capacity for creating more inclusive classrooms.

The Faculties of Social Sciences and Education, together with LTI, co-hosted the Pathways to Belonging Conference in August 2025. This collaborative event brought together experts, researchers, educators, and mental health professionals to examine research on accommodation demand in post-secondary, affirming practices, and approaches to building student resiliency. Over three days, keynote speakers and panelists challenged thinking and deepened understanding, exploring how to transform our systems and create new pathways to belonging. Themes that emerged from these conversations included systemic inclusion, Indigenous perspectives on belonging, connections with K–12 education systems, and student voice and agency. When possible, creating future opportunities could further support communities in learning from experts and developing shared solutions.

In 2024/25, LTI launched the UVic Accessible Teaching and Learning Community of Practice to support faculty and instructors in enhancing accessible pedagogy and expanding accessibility and inclusive learning approaches in courses. LTI also recently launched the Let's Talk About Teaching podcast dedicated to exploring innovative teaching practices that has examined strengths-based strategies and universal extended time in assessments.

Faculty-level strategies

In December 2024, Deans began working with their leadership teams to draft unit-level accessibility strategies with measurable goals, for implementation beginning fall term 2025. As part of these strategies, Deans were welcome to submit resourcing requests for cost-effective strategies to help Faculties achieve their accessible education goals. Deans' Council and Academic Leadership reviewed and discussed these accessibility strategies in February 2025 and the strategies were subsequently shared with representatives from VPAC, OREM, CAL and LTI.

Both Deans' Council and the representatives identified several overlapping themes and discussed opportunities for advancing the strategies. Based on those and other consultations, including the instructors of large first-year courses, VPAC identified additional and directed TA resourcing as an effective way to help shift our collective approach to assessments across campus.

Several additional strategies were identified across faculties during this process, including:

- Implement UDL principles, such as flexible deadlines for assessments, when possible to reduce the number of individual accommodations.
- Faculties with large classes indicated an interest in scheduling assessments during evenings and weekends to accommodate extra time.
- Offer discipline-specific training including workshops with LTI, sessions with CAL and connect experienced faculty with those new to accessibility strategies.
- Develop accessible assessment strategies such as creating a repository of successful alternative assessments specific to disciplines/class types, revising grading policies and ensuring the use of accessibility features in all foundation courses.
- Explore strategies and update definitions for distraction reduced environments to re-integrate students with non-specialized needs into classrooms.

Academic leaders are encouraged to continue exploring and advancing discipline-specific solutions.

Ad-hoc Senate Committee

The Vice-President Academic and Provost is bringing a draft proposal to the October Senate meeting to discuss forming an Ad-hoc Senate Committee on Accessible Education and Accommodations to advance proactive and inclusive approaches to education. If formed, the Committee would develop strategies to address barriers and challenges, including those identified by Senators, and complete its work within 12–36 months.

Looking ahead

The transition to an access-centred campus is a significant cultural and operational shift that requires ongoing collaboration across the university. Addressing workload concerns for faculty remains an important priority, supported through enhanced central resources and the development of discipline-specific strategies. As part of the implementation of AC1205, UVic will continue to monitor the impact of these initiatives, adapt approaches as needs evolve and invest in practices that foster inclusive teaching and learning. We are grateful for the continued efforts of our community in advancing this important work with a student-centred focus.

Appendices

Appendix A: Resources

- [Definitions \(UVic Accessibility Plan\)](#)
- [Distraction-reduced environment for assessments – guidelines \(CAL\)](#)
- [Accommodated assessments and inclusive course design \(VPAC\)](#)
- [Universal Design for Learning – principles and guides \(LTSI\)](#)

Appendix B: Data

We are encouraged by the growing number of students with disabilities transitioning successfully from the K-12 system. CAL continues to play an important role in helping students access supports and serving students with complex and specific needs. Rather than reduce funding to CAL, our aim is to reduce over-reliance on CAL by building more accessible learning environments systemically, allowing CAL to focus on their core mission.

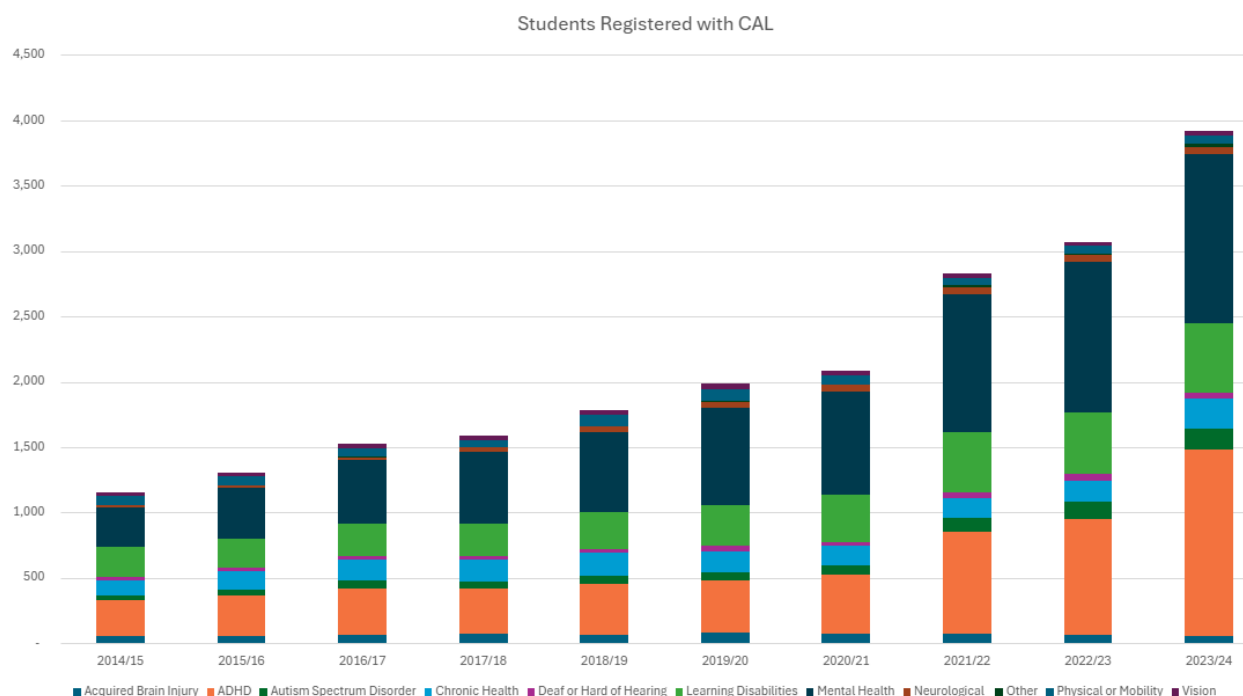


Figure 1: Students registered with CAL over a 10-year period. In 2023/24, ADHD was the most commonly documented accommodation category, followed by Mental Health and then Learning Disabilities. Students may have more than one disability, and not all students with disabilities register with CAL.

As shown in the graph below, funding for CAL has increased every year, and was protected and prioritized during two years of cross-campus budget reductions in 2023/24 and 2024/25.

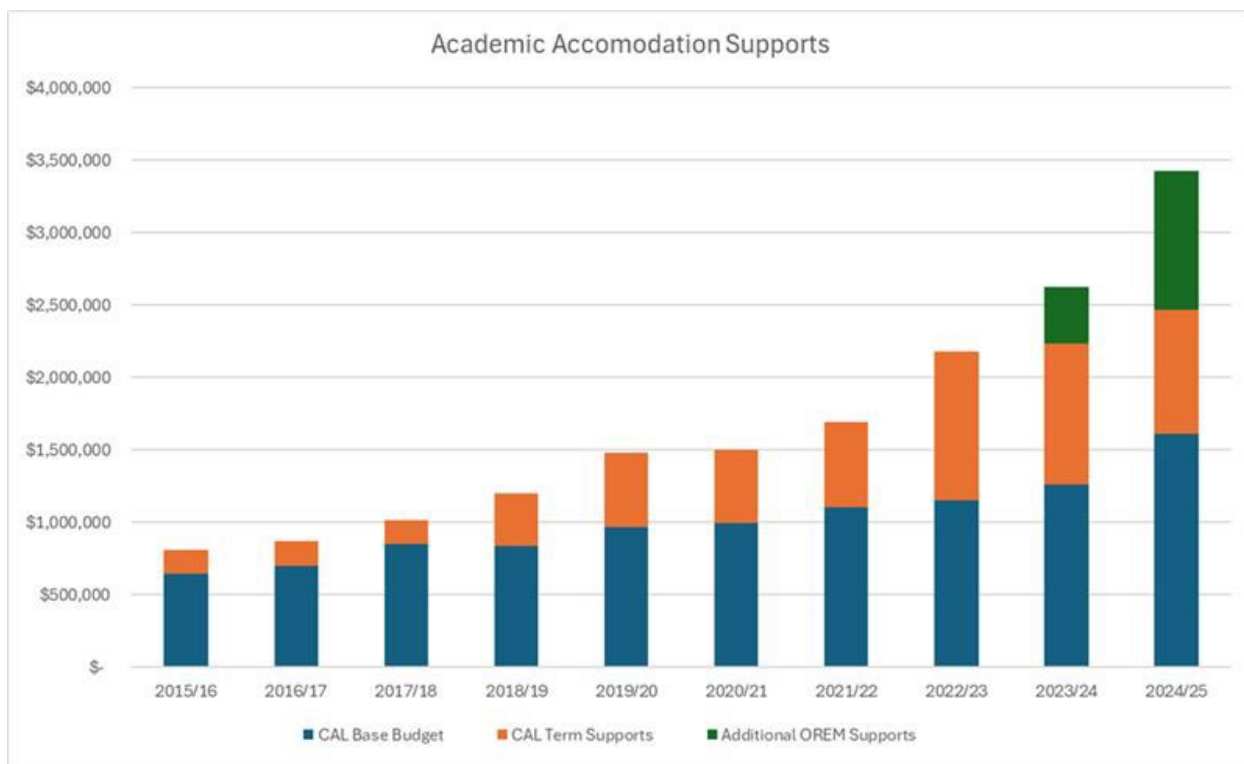


Figure 2: Funding for CAL over a 10-year period. In 2023/24, new one-time funding was provided to OREM to help address the increase in academic accommodations, which will continue into the 2025/26 academic year.

We recognize the complex and evolving challenges related to academic accommodations facing the post-secondary sector. As recent national coverage in [CBC](#) and [The Globe and Mail](#) has highlighted, these are issues that many institutions are navigating.

UVic is a university of choice for students with disabilities, as shown in the table and graph below comparing transition rates for research universities.

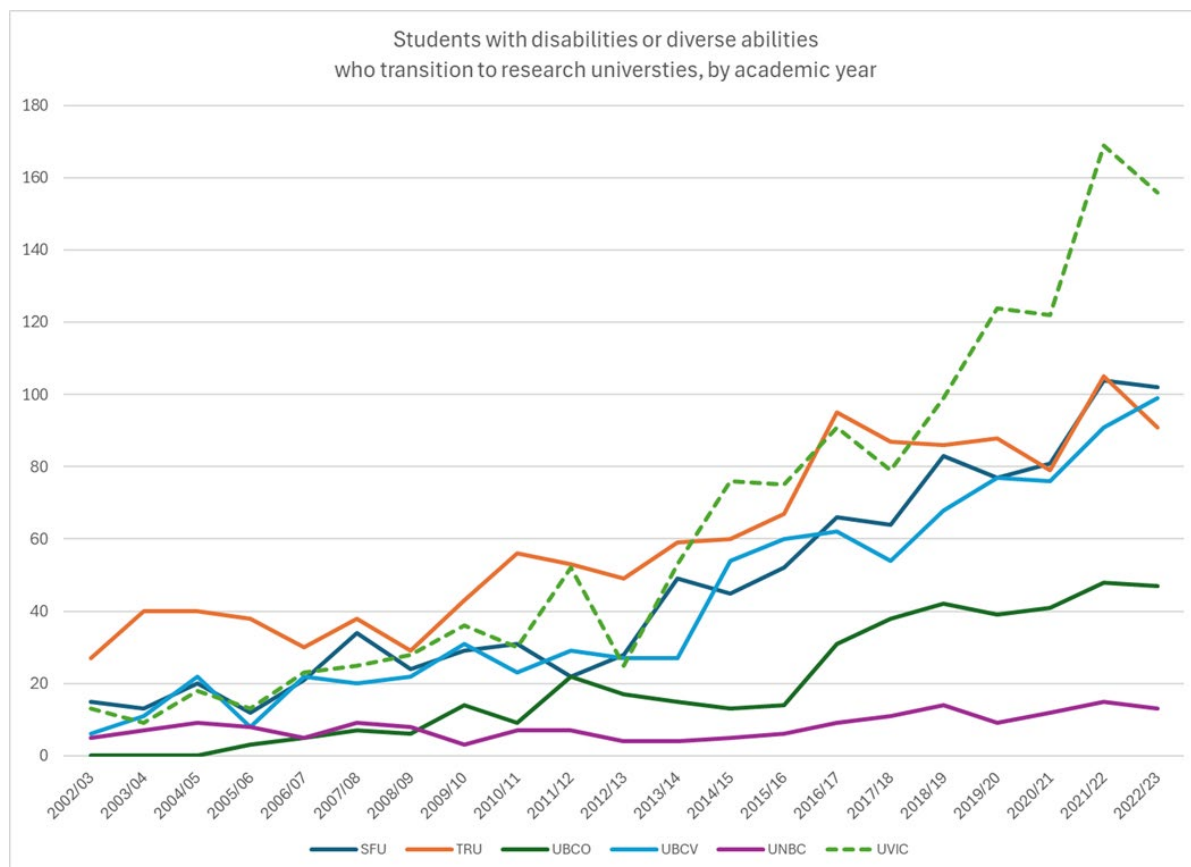


Figure 3: Students with disabilities at BC research universities (SFU, TRU, UBCO, UBC, UNBC and UVic). Source: *Student Transitions Project (2023-24)*, Government of British Columbia (information is not yet available for 2023/24 or 2024/25, as the survey is undertaken every other year).

Table 7: Disabilities and impairments					
	All students (n=11,901)	Group 1 (n=4,977)	Group 2 (n=4,904)	Group 3 (n=2,020)	University of Victoria (n=230)
Most commonly reported disability/impairment (DIS1-12)					
Total self-identified	33%	40%	29%	31%	35%
- Mental health	17%	22%	14%	16%	18%
- Neurodivergence	14%	19%	11%	14%	17%
- Learning/memory	6%	8%	5%	6%	6%
- Vision	4%	5%	4%	4%	3%
- Chronic conditions	4%	5%	3%	4%	6%
Daily activities always limited by disability/impairment (DISF1-12)					
Yes	11%	15%	9%	10%	12%
- Mental health	5%	7%	4%	5%	6%
- Neurodivergence	6%	8%	4%	5%	8%
- Learning/memory	2%	3%	1%	2%	2%
- Vision	<1%	<1%	<1%	<1%	<1%
- Chronic conditions	1%	2%	<1%	<1%	2%

Figure 4: UVic participates in the national *Canadian Undergraduate Survey Consortium*. The 2025 survey of first-year students self-report the following levels of “disabilities and impairments.” UVic is part of Group 2, which include mid-sized and large universities.



Memo

To: Senate
From: Elizabeth Croft, Vice-President Academic and Provost
Date: September 22, 2025
Re: **Proposal to form an ad-hoc Senate committee to explore accessible education and accommodations**

At UVic and across Canada, there has been a dramatic increase in academic accommodations, both in terms of numbers and complexity of needs. More than 1 in 5 students in Canadian post-secondary education identify as having a disability, and the number of students with disabilities in the post-secondary system is expected to continue to increase as outcomes for students with disabilities and diverse needs in the K–12 system show steady improvements.

Our duty to provide reasonable accommodation to students is a shared responsibility, and we all have a role in creating an access-centred culture. Universities need to work to move beyond the traditional notion of accommodation as exceptions to the rule and instead embed accessibility into our institutional design, weaving dignity, inclusion, and equity into our academic delivery.

Summary and rationale

Given Senate's role in academic governance and the institutional importance of this academic initiative across campus, and in consultation with the University Secretary and Deans, I am proposing an Ad-hoc Senate Committee on Accessible Education and Accommodations to advance proactive and inclusive approaches to education. Under the [University Act](#), Senate may establish ad-hoc Committees that are time-limited and address specific matters of academic governance.

The Committee would be comprised primarily of faculty and students, with a clear mandate and responsibilities. As accessible education falls under the purview of three existing Senate Committees—Academic Standards, Curriculum, and Learning and Teaching—the Committee would include representatives from each. There would also be faculty appointed for their teaching and research expertise, leadership experience and/or lived experience with disabilities, as well as student and faculty Senators selected by their peers.

Faculties and units across campus are already engaged in transformative work—through their teaching, research, committee, advocacy work and the Pathways to Belonging Conference. Creating a formal structure that centres instructors, students and academic governance in this process would help amplify these efforts, promote shared learning, and strengthen UVic's commitment to inclusive education.

Responsibilities

As noted in the attached Terms of Reference, the ad-hoc Committee would be responsible for researching and making recommendations to Senate and Senate Committees regarding relevant academic policies, procedures, regulations, language and other related matters within Senate's purview.

The Committee is requested to submit a report to Senate within 18 months, though the Committee may request an extension should they require additional time, as well as provide regular updates to Senate on their progress.

Next steps

At the October meeting of Senate, we welcome feedback on the proposed Terms of Reference. Should Senate support the idea, Senators' feedback will inform the final version of the Terms of Reference presented at the November Senate meeting, where we will seek Senate's vote of approval to create the ad-hoc Senate Committee on Accessibility and Accommodations.

Should Senate approve the Terms of Reference, the Vice-President Academic and Provost would designate an academic leader (e.g., Dean or Associate Dean) as Chair, based on their research expertise, leadership experience and role. The Senate Committee on Agenda and Governance would support the appointment of Senators.

At the December Senate meeting, we would then seek Senate's vote of approval of the Committee membership. The Chair of the ad-hoc Committee would bring together members in a timely way, ideally in January 2026, with funding support from the VPAC Office as required and as outlined in the Terms of Reference.

Questions for Senate

- Do Senators support advancing a more access-centred approach to teaching and learning through this ad-hoc Committee?
- Do Senators have feedback on the proposed Terms of Reference?
- What other information would be helpful for Senate to make an informed decision at the November Senate?

Attached: Ad-hoc Senate Committee on Accessibility and Accommodations Terms of Reference (proposed)

Ad-hoc Senate Committee on Academic Accessibility

PROPOSED Terms of Reference | 2025

As a university, we have a duty to provide reasonable accommodations for students, which is articulated in UVic's [Academic Accommodation Policy \(AC1205\)](#). This is a shared responsibility among all members of our community, and each of us plays a role in creating an access-centred teaching and learning environment for instructors and students.

Purpose

The Ad-hoc Senate Committee on Accessibility and Accommodations ("the Committee") is accountable to Senate and supports proactive and inclusive approaches to education aligned with UVic's [Accessibility Plan](#), [Equity Action Plan](#) and [AC1205](#). The Committee will do so by researching and making recommendations to Senate and Senate Committees regarding the implementation of relevant Senate policies, procedures, and regulations as well as development of new teaching and learning resources (e.g., teaching guides, templates, etc.) and management of other related matters within Senate's purview.

Responsibilities

The Committee's focus is centred on academic accommodation, as defined in AC1205, and accessibility in education as it relates to teaching, learning, academic standards and curriculum.

- Research and summarize wise practices for inclusive and accessible teaching and learning, in Canada and elsewhere, for consideration by Senate and/or the appropriate Senate committees.
- Research current trends in academic accommodation practices in the K-12 education sector in order to anticipate trends and evolving practices and better understand student expectations.
- Determine a consultation process and identify individuals and/or groups to consult. It is strongly recommended to include perspectives from students and those with lived experience.
- Consider alignment with, and potential implications to, the Centre for Accessible Learning (CAL), the Office of the Registrar and Enrolment Management (OREM), Division of Learning and Teaching Innovation (LTI), UVic Libraries and other units on campus.
- Review and recommend updated or new inclusive education and/or inclusive assessment statements for existing academic policies, procedures and/or guidelines. Examples may include syllabi templates, Academic Calendar language, or examination regulations.
- Recommend strategies for faculty and instructors to implement access-centred approaches to education, noting discipline-specific needs and approaches to course design and assessment practices.
- Recommend strategies that respond to the increasing number and complexity of student accommodation needs in a manner that supports student learning, including building students' resiliency, clarifying expectations of students, and improving learning outcomes.
- Provide regular written or verbal updates to Senate on the committee's progress (e.g., milestones, expected deliverables).
- Provide an interim and final report to Senate on findings and recommendations.
- Other related matters within Senate's purview as per the University Act Section 37.

Guiding Approach

In carrying out its work, the Committee will balance aspiration with practicality, prioritizing recommendations that are high-impact and feasible within existing or modest additional resources. Recommendations should be evidence based, equity focused, resource aware, sustainable and collaborative.

Operational matters and allocation decisions—including budget, capital, hours of operation, and staffing—are overseen by Executive Council under the authority of the Board of Governors and therefore fall outside of the Committee’s responsibilities. The Committee may, however, request information related to resource implications to inform its recommendations, as well as the implications of inaction (for example, information from CAL and OREM related to number of accommodated assessments and staffing costs). The Committee may elect to share relevant information with Senate.

Duration

Under the authority of the [University Act](#), Section 37 (1) (b), Senate may establish a committee to address matters of academic governance. Ad-hoc committees are time-limited and focus on a specific matter of an acute nature.

The Committee will be constituted for a minimum of one year. Should the Committee require more than 18 months to complete its work, the Chair may seek Senate’s approval to extend the Committee’s duration for up to an additional 18 months. The Committee will be disestablished following the submission of its final report to Senate, or after three years from its constitution, whichever comes first.

Composition

The Committee is composed of, at minimum, 11 faculty and 2 student representatives. The Vice-President Academic and Provost will appoint an academic leader as Chair, based on their research expertise, leadership experience and role.

The Committee also includes non-voting members to support and advise the Committee on academic governance and educational equity. The Office of the Vice-President Academic and Provost will provide funding for up to two administrative and research support personnel (e.g., a Research Assistant), as identified and requested by the Chair, to support research and analysis, report writing, meeting agendas and meeting minutes.

Position	Number	Composition
Chair	1	Vice-President Academic and Provost delegate
Voting member	1	Associate Vice-President Academic Programs (<i>ex officio</i>)
Voting member	1	Executive Director, Division of Learning and Teaching Innovation (<i>ex officio</i>)
Voting member	1	Academic Co-Chair of Uvic Accessibility Committee (<i>ex-officio</i>)
Voting member	1	Dean
Non-voting member	1	Associate University Secretary (<i>ex officio</i>)
Non-voting member	1	Director, Centre for Accessible Learning or designate (<i>ex officio</i>)
Voting member	1	Associate Dean Academic
Voting member	1	Faculty Representative/Chair of Senate Committee on Learning and Teaching

Voting member	1	Faculty Representative/Chair of Senate Committee on Academic Standards
Voting member	1	Faculty Representative/Chair of Senate Committee on Curriculum
Voting member	1	Instructors of First Year Courses Working Group representative
Voting member	2	Faculty Senators
Voting member	1	Undergraduate student Senator
Voting member	1	Graduate student Senator
TOTAL	16	

Aligned with the [Accessible British Columbia Act](#), efforts should be made to appoint and select committee members with disabilities or who have experience representing disability-serving organizations.

The Chair may choose to appoint a member of the Committee as Vice Chair.

Protocols

The Committee will strive to make decisions by consensus. Should the Chair determine that a vote is required, it shall pass based on a simple majority. Quorum is five voting members. Members may not invite proxies or delegates. All members, including the Chair, may vote except for resource members.

Committee members may be required to lead or participate in working groups to advance this work in an inclusive and timely way, at the discretion of the Chair.

The Chair is responsible for providing updates to Senate and all public communications must be approved by the Chair. The Chair may share or, depending on availability, delegate these responsibilities to the Vice Chair.

Senate standing and ad-hoc committee meetings are normally closed. The Chair may determine that the whole or part of any Committee discussion or document presented to the committee shall be held in confidence.



MEMO

Office of the University Secretary

Michael Williams Building, Room A138 | PO Box 1700 STN CSC Victoria BC V8W 2Y2

Phone: 250-721-8101 | Email: usec@uvic.ca

To: Senate
From: Carrie Andersen, University Secretary
Date: September 17, 2025
Subject: Report from the Presidential Reappointment Committee

The procedures for the appointment of the President are approved by the Board with the approval of Senate. The purpose of the appointment procedures is to enable the university to attract, appoint and retain high quality leadership.

A Presidential Appointment Committee was struck in January 2025 and completed its work in April 2025. As called for by Policy GV0300 ("the Procedures"), the Appointment Committee reconvened to evaluate the process and prepare a brief report on the procedures to Senate and the Board of Governors. This report is attached.





MEMO

Office of the University Secretary

Michael Williams Building, Room A138 | PO Box 1700 STN CSC Victoria BC V8W 2Y2
Phone: 250-721-8101 | Email: usec@uvic.ca

Date: September 8, 2025

To: Members of the Board of Governors and of the Senate

From: Paul Ramsey, Chair, Board of Governors
Chair, Appointment Committee for the President and Vice-Chancellor

Re: Report on Procedures for the Appointment of the President

A Presidential Appointment Committee was struck in January 2025 to conduct an appointment process under the university's [Procedures for the Search, Appointment or Reappointment of the President and Vice-Chancellor](#) (Policy GV0300). The Committee met 12 times, beginning on January 22, 2025. We acquainted ourselves with the requirements of the President's role, reviewing the position description and candidate criteria developed during the last search, collecting input from internal and external sources, and reflecting on the University of Victoria's requirements for future leadership. After considering the information and input we received, the Committee updated the position description and candidate criteria. Having reviewed that updated document, Dr. Kevin Hall agreed to be considered for reappointment. We therefore proceeded to conduct a review under section 16 of the appointment procedures.

The Committee considered President Hall for reappointment by means of an intensive review process. As provided for in the policy on the appointment of the President, the Committee assessed his past performance in the context of the future direction of the university, taking into account the criteria and objectives established for the President, the annual goals approved by the Board of Governors, the Board's assessment of his performance relative to those goals, an interview with the President, a statement of his stewardship, input from the university community and advisory ballots of regular faculty and staff. The Committee also sought and obtained confidential input from over a dozen references from government, business partners, and community leaders in British Columbia and across Canada. The process resulted in the recommendation for President Hall's reappointment which was approved by members of the Board of Governors on April 23, 2025. As called for by Policy GV0300 ("the Procedures"), the Committee reconvened after the appointment had been made to evaluate and offer reflections on the process. We are pleased to report the results of this to the Board of Governors and the Senate.

Overall, the process and procedures enabled the Committee to learn about the nature of the President's role and the university's future leadership needs; update the position description and candidate criteria; assess the incumbent's leadership and capabilities relative to those in a very rigorous and multi-faceted manner; and arrive at a sound, shared recommendation.

The Committee does not have any formal recommendations for changes to the procedures or process. However, in a process of this kind there is opportunity for clarification and improvement. The following suggestions and observations emerged from the Committee's final meeting.

Scheduling and Use of Time

- The process offered valuable learning, especially during the phase of collecting input from internal and external contributors. Committee members acknowledged that while there were a significant number of meetings, they were all required in order to complete the work – and additional meetings could have been added to the timeline to allow for more discussion, deliberation, and approval.
- While the time commitment felt appropriate overall, more lead time between the commencement of the committee meetings and the end of the incumbent's term would allow more reflection time. Starting the process earlier would ensure that in situations in which the incumbent is not recommended for reappointment there would be sufficient time for an open search process before the end of the incumbent's term.

Structure of Procedures: Appointment vs. Reappointment steps and requirements

- Procedures could be clarified to make a clearer distinction between the steps needed for and expectations of a reappointment process as compared to an appointment process.
- In addition, the procedures could provide more direction around whether there is a different level of consultation expected for reviewing and establishing the criteria in either a reappointment or an appointment process, and direction on proceeding in the event that an incumbent is not reappointed.
- The level of scrutiny for a reappointment was extensive; the process for an incumbent could require a less involved process.
There was a suggestion that the feedback process be reconsidered – in particular, the acceptability of anonymous comments and structuring the reference process to solicit 360-degree feedback.
- Committee members expressed uncertainty about the purpose of the meeting with the Board to present its recommendation.

Clarity on Committee Member Responsibilities/Interpretation of Procedures

- Additional clarity was needed regarding the committee members' role in the process, as the procedures were interpreted differently by different individuals especially regarding their ability to engage in consultation with peers.

- Some members expressed uncertainty about how to maintain confidentiality either when providing updates on the process or sharing input with the committee. They also requested additional guidance on handling of confidential information.
- Additional clarity is also needed to ensure that members understand that they are bringing perspectives and experience to the conversation, but their duty is to act as a fiduciary.

Use, Application and Explanation of Advisory Ballots

- There were several suggestions to clarify the purpose of advisory ballots and how they will be used, including:
 - Changing the name of the ballots.
 - Amending the structure of the question posed to voters.
 - Changing the timing of the vote.
 - Creating a matrix or other communication tool to contextualize the ballots.
 - Considering whether the results should be made public.

Committee Composition

- The composition of committee, while comprehensive, does include gaps for understanding all areas of responsibility for the role.

Gathering Feedback

- Innovative ways to solicit and collect feedback and input should be explored.

The reappointment process was intensive and required a very significant commitment of time and energy from all involved. I would like to thank my colleagues on the committee for all the time, energy and commitment they devoted to the process and for serving UVic in this important capacity.

Best regards,



Paul Ramsey
Chair, Presidential Appointment Committee
Chair, Board of Governors (2024-25)



MEMO

Office of the University Secretary

Michael Williams Building, Room A138 | PO Box 1700 STN CSC Victoria BC V8W 2Y2

Phone: 250-721-8101 | Email: usec@uvic.ca

To: Senate
From: Carrie Andersen, University Secretary
Date: September 17, 2025
Re: Regalia Design – Professional Doctorate

At the January 2025 Senate meeting, the Senate approved the Professional Doctorate Framework and Doctor of Engineering in Leadership in Engineering Applications and Practice (DEng) for delivery by the Faculty of Graduate Studies and the Faculty of Engineering and Computer Science. As this credential represents a new degree offering at the University of Victoria, it is necessary to determine the appropriate academic regalia hood and establish a guiding principle for future professional doctorate degrees.

At UVic, academic regalia reflects the level and discipline of the degree conferred. All bachelor's and master's graduates wear black gowns and mortarboards, with hoods in the colour associated with their respective degrees. Master's hoods include a mitred neckpiece and a band of black velvet. Doctoral regalia consists of a Cambridge-style gown with red front facings and sleeve linings, a black mortarboard with a red tassel, and an Oxford-style hood in red, lined with blue with gold trim. Honorary degree recipients wear predominantly red regalia, with a Cambridge-style gown, an Aberdeen-pattern hood, and a black velvet mortarboard with red cord trim and tassel.

The Senate approved guidelines for regalia specify the following:

Bachelors

- *Hood: Aberdeen pattern (BA, BSC, and BEd, without neckband and finished with two cords rosettes; all others with mitred neckpiece), outside shell of silk taffeta in a solid colour, lined with identical material. Degree colours are as follows:*

BA: scarlet

BRA: green

BCom: burgundy

BMus: pink

BSc: gold

BSN: apricot

Bed: blue

BSW: citron

BCYC: turquoise

BEng: orange

BSEng: pale yellow

JD: blue-purple



Masters

- Hood: similar in design and colour to the respective bachelor hoods, but with mitred neckpiece and a narrow band of black velvet one inch from edge of hood on the outside only. Others are:

MASC: orange

MPA: russet

PhD

- Hood: Oxford style - red with blue lining and gold trim.



Professional Doctorate

Following consultation with the Faculty of Graduate Studies, it is recommended that the regalia hood for the Professional Doctorate maintain a design similar to the PhD hood, including an inner blue lining and narrow band of gold velvet, to reflect the doctoral level of the credential. However, the outer facing color should be aligned with the [regalia colour of the corresponding Faculty's undergraduate and master's degrees](#). For faculties without an established regalia colour, the Faculty of Graduate Studies will consult with the respective Faculty to determine an appropriate colour designation.

In keeping with the established regalia colours for the BEng and MEng, it is recommended that the hood for the Doctor of Engineering in Leadership in Engineering Applications and Practice (DEng) be orange.

Recommended motion:

That Senate approve the regalia hood for the Professional Doctorate as an inside blue backing with a narrow band of gold velvet and a front outside assigned regalia colour to align with the line faculty's undergraduate and master degree.



MEMO

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Phone: 250-721-8101 | Email: usec@uvic.ca

To: Senate
From: Carrie Andersen, University Secretary
Date: September 17, 2025
Subject: Academic Important Dates

Attached for Senate's approval is a revised Academic Important Dates for the period January 2027 through April 2027. The key dates in the attached calendar are drawn from the 10-Year Sessional Calendar previously approved by Senate.

Recommended motion:

That Senate approve the Academic Important Dates for the period January 2027 through April 2027 for submission to the January 2026 undergraduate and graduate academic calendar publications.



Academic important dates

In recognition of the fact that the University of Victoria is a diverse community, the Office of Equity and Human Rights has compiled a list of [high holy days](#). Faculty and staff may wish to refer to this list in responding to requests from members of religious groups for variations in examination schedules due to religious observances.

Classes are cancelled on all public holidays and during reading breaks. Administrative offices and academic departments are closed on public holidays. Holidays that fall on a weekend are observed on the next available weekday, normally on a Monday. The UVic Libraries are normally closed on holidays; exceptions are posted in advance.

2025/2026 Academic Year

Winter session - first term

September 2025

University Closed (Labour Day)

~~Monday~~, September 1st

First year registration and opening assembly for Faculty of Law

~~Tuesday~~, September 2nd

First term classes begin for all faculties

~~Wednesday~~, September 3rd

Last day for adding or dropping courses in the Faculty of Law

~~Thursday~~, September 11th

Last day for 100% reduction of tuition fees for standard first term and full year courses

~~Tuesday~~, September 16th

50% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see [undergraduate](#) and [graduate](#) course add and drop dates.

Last day for graduate students to register in a personal leave in first term

~~Tuesday~~, September 16th

Last day for adding courses that begin in the first term (except Faculty of Law)

~~Friday~~, September 19th

Last day for paying first term fees without penalty

~~Tuesday~~, September 30th

University Closed (National Day for Truth and Reconciliation)

~~Tuesday~~, September 30th

October 2025

Senate meets

~~Friday~~, October 3rd

Last day for 50% reduction of tuition fees for standard courses

~~Tuesday~~, October 7th

100% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see undergraduate and graduate course add and drop dates.

University Closed (Thanksgiving Day)

~~Monday~~, October 13th

Senate Committee on Academic Standards meets to approve Convocation lists

~~Friday~~, October 24th

Last day for withdrawing from first term courses without penalty of failure

~~Friday~~, October 31st

November 2025

Senate meets

~~Friday~~, November 7th

University Closed (Remembrance Day)

~~Tuesday~~, November 11th

Reading Break for all faculties

~~Monday~~, November 10th – ~~Wednesday~~, November 12th

Fall Convocation

~~Monday~~, November 10th and ~~Wednesday~~, November 12th

Faculty of Graduate Studies deadline to apply to graduate for Spring Convocation

~~Saturday~~, November 15th

Students completing in the Fall term only

December 2025

Last day of classes in first term for all faculties

~~Wednesday~~, December 3rd

National Day of Remembrance and Action on Violence Against Women

~~Wednesday~~, December 3rd

Classes and exams cancelled from 11:30 am - 12:30 pm

S.E.L. days (Student Experience of Learning survey)

~~Thursday~~, December 4th and ~~Friday~~, December 5th

Senate meets

~~Friday~~, December 5th

First-term examinations begin for all faculties

~~Saturday~~, December 6th

Undergraduate deadline to apply to graduate for Spring Convocation

~~Monday~~, December 15th

First term examinations end for all faculties

~~Saturday~~, December 20th

University closed (Winter Break)

~~Thursday~~, December 25th – Wednesday, December 31st

Winter session - second term

January 2026

University closed (Winter Break)

~~Thursday~~, January 1st

Second term classes begin for all faculties

~~Monday~~, January 5th

Senate meets

~~Friday~~, January 9th

Last day for adding or dropping courses in the Faculty of Law

~~Thursday~~, January 15th

Last day for 100% reduction of second term fees for standard courses

~~Sunday~~, January 18th

50% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see undergraduate and graduate course add and drop dates.

Last day for graduate students to register in a personal leave in second term

~~Sunday~~, January 18th

Last day for adding courses that begin in the second term (except Faculty of Law)

~~Wednesday~~, January 21st

Last day for paying second term fees without penalty

~~Sunday~~, January 31st

February 2026

Senate meets

~~Friday~~, February 6th

Last day for 50% reduction of tuition fees for standard courses

~~Sunday~~, February 8th

100% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see undergraduate and graduate course add and drop dates.

Faculty of Graduate Studies deadline to apply to graduate for Spring Convocation

~~Sunday~~, February 15th

Students completing in the Spring term only

University Closed (Family Day)

~~Monday~~, February 16th

Reading Break for all faculties

~~Monday~~, February 16th – ~~Friday~~, February 20th

Last day for withdrawing from full year and second term courses without penalty of failure

~~Saturday~~, February 28th

March 2026

Senate meets

~~Friday~~, March 6th

First registration date for Summer Session 2026

~~Monday~~, March 9th

Course registration important dates and deadlines

April 2026

Last day of classes for all faculties

~~Thursday~~, April 2nd

University Closed (Good Friday)

~~Friday~~, April 3rd

University Closed (Easter Monday)

~~Monday~~, April 6th

S.E.L. days (Student Experience of Learning survey)

~~Friday~~, April 3rd – ~~Monday~~, April 6th

Examinations begin for all faculties

~~Tuesday~~, April 7th

Senate meets

~~Friday~~, April 10th

Examinations end for all faculties

~~Wednesday~~, April 22nd

End of Winter Session

2026/2027 Official academic year begins

Summer session

See [undergraduate](#) and [graduate](#) Summer Session add and drop dates.

May 2026

May - August (Term 1) courses begin for all faculties

~~Wednesday~~, May 6th

Senate meets

~~Friday~~, May 8th

May (Term 4) and May-June (Term 2) courses begin

~~Monday~~, May 11th

Last day for Faculty of Law course changes

~~Wednesday~~, May 13th

See Summer 2026 Important Dates for more details

University Closed (Victoria Day)

~~Monday~~, May 18th

Last day for graduate students to register in a personal leave in summer

~~Tuesday~~, May 19th

Senate Committee on Academic Standards meets to approve Convocation lists

~~Thursday~~, May 21st

Fees deadlines for summer

~~Sunday~~, May 31st

See undergraduate and graduate add and drop dates for standard summer courses

June 2026

May (Term 4) Courses End

~~Wednesday~~, June 3rd

June (Term 5) Courses Begin

~~Thursday~~, June 4th

First registration date for Winter Session 2026/2027

~~Monday~~, June 8th

Course registration important dates and deadlines

Spring Convocation

~~Monday~~, June 8th – ~~Friday~~, June 12th

May-June (Term 2) and June (Term 5) Courses End

~~Friday~~, June 26th

July 2026

University Closed (Canada Day)

~~Wednesday~~, July 1st

Reading Break May-August (Term 1) sections only (except Law)

~~Wednesday~~, July 1st and ~~Tuesday~~, July 2nd

July (Term 6) and July-August (Term 3) courses begin

~~Monday~~, July 6th

Deadline to apply to graduate for Fall Convocation (all faculties)

~~Wednesday~~, July 15th

July (Term 6) courses end

~~Tuesday~~, July 28th

August (Term 7) courses begin

~~Wednesday~~, July 29th

Supplemental and deferred examinations for Winter Session 2025-2026 (except for Business and Law courses)

~~Wednesday~~, July 29th – ~~Friday~~, July 31st

May-August (Term 1) classes end for all faculties

~~Friday~~, July 31st

August 2026

S.E.L. days (Student Experience of Learning survey)

~~Saturday~~, August 1st to ~~Monday~~, August 3rd

University Closed (British Columbia Day)

~~Monday~~, August 3rd

May-August (Term 1) examinations begin for all faculties

~~Tuesday~~, August 4th

May-August (Term 1) examinations end for all faculties

~~Monday~~, August 17th

July-August (Term 3) and August (Term 7) courses end

~~Friday~~, August 21st

End of Winter Session

Winter session - first term

September 2026

University Closed (Labour Day)

~~Monday~~, September 7th

First year registration and opening assembly for Faculty of Law

~~Tuesday~~, September 8th

First term classes begin for all faculties

~~Wednesday~~, September 9th

Last day for adding or dropping courses in the Faculty of Law

~~Thursday~~, September 17th

Last day for 100% reduction of tuition fees for standard first term and full year courses

~~Tuesday~~, September 22nd

50% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see [undergraduate](#) and [graduate](#) course add and drop dates.

Last day for graduate students to register in a personal leave in first term

~~Tuesday~~, September 22nd

Last day for adding courses that begin in the first term (except Faculty of Law)

~~Friday~~, September 25th

Last day for paying first term fees without penalty

~~Wednesday~~, September 30th

University Closed (National Day for Truth and Reconciliation)

~~Wednesday~~, September 30th

October 2026

Senate meets

~~Friday~~, October 2nd

University Closed (Thanksgiving Day)

~~Monday~~, October 12th

Last day for 50% reduction of tuition fees for standard courses

~~Tuesday~~, October 13th

100% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see undergraduate and graduate course add and drop dates.

Senate Committee on Academic Standards meets to approve Convocation lists

~~Wednesday~~, October 21st

Last day for withdrawing from first term courses without penalty of failure

~~Saturday~~, October 31st

November 2026

Senate meets

~~Friday~~, November 6th

University Closed (Remembrance Day)

~~Wednesday~~, November 11th

Reading Break for all faculties

~~Monday~~, November 9th — ~~Wednesday~~, November 11th

Fall Convocation

~~Monday~~, November 9th and ~~Tuesday~~, November 10th

Faculty of Graduate Studies deadline to apply to graduate for Spring Convocation

~~Sunday~~, November 15th

Students completing in the Fall term only

December 2026

Senate meets

~~Friday~~, December 4th

Last day of classes in first term for all faculties

~~Monday~~, December 7th

National Day of Remembrance and Action on Violence Against Women

~~Monday~~, December 7th

Classes and exams cancelled from 11:30 am - 12:30 pm

S.E.L. days (Student Experience of Learning survey)

~~Tuesday~~, December 8th and ~~Wednesday~~, December 9th

First-term examinations begin for all faculties

~~Thursday~~, December 10th

Undergraduate deadline to apply to graduate for Spring Convocation

~~Tuesday~~, December 15th

First term examinations end for all faculties

~~Wednesday~~, December 23rd

University closed (Winter Break)

~~Friday~~, December 25th – ~~Thursday~~, December 31st

Winter session - second term

January 2027

University closed (Winter Break)

January 1st

Second term classes begin for all faculties

January 6th

Senate meets

January 8th

Last day for adding or dropping courses in the Faculty of Law

January 14th

Last day for 100% reduction of second term fees for standard courses

January 19th

50% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see [undergraduate](#) and [graduate](#) course add and drop dates.

Last day for graduate students to register in a personal leave in second term

January 19th

Last day for adding courses that begin in the second term (except Faculty of Law)

January 22nd

Last day for paying second term fees without penalty

January 31st

February 2027

Senate meets

February 5th

Last day for 50% reduction of tuition fees for standard courses

February 9th

100% of tuition fees will be assessed for courses dropped after this date. For non-standard courses see [undergraduate](#) and [graduate](#) course add and drop dates.

Faculty of Graduate Studies deadline to apply to graduate for Spring Convocation

February 15th

Students completing in the Spring term only

University Closed (Family Day)

February 15th

Reading Break for all faculties

February 15th – February 19th

Last day for withdrawing from full year and second term courses without penalty of failure

February 28th

March 2027

Senate meets
March 5th

First registration date for Summer Session 2027
March 15th
Course registration important dates and deadlines

University Closed (Good Friday)
March 26th

University Closed (Easter Monday)
March 29th

April 2027

Senate meets
April 2nd

Last day of classes for all faculties
April 7th

S.E.L. days (Student Experience of Learning survey)
April 8th and April 9th

Examinations begin for all faculties
April 10th

Examinations end for all faculties
April 26th
End of Winter Session

UVic Undergraduate Program Changes: January 2026

Faculty of Engineering and Computer Science

Academic unit(s)	Code	Title	Type(s) of change	Consultation
Faculty of Engineering and Computer Science	UG-EN-CSE	Faculty of Engineering and Computer Science: Complementary Studies Elective Courses	Change in a listing of eligible or elective courses that can be used to meet program or credential requirements	Associate Vice-President Academic Planning (AVPAP)
Faculty of Engineering and Computer Science	UG-EN-NSE	Faculty of Engineering and Computer Science: Natural Science Elective Courses	Change in a listing of eligible or elective courses that can be used to meet program or credential requirements	Department of Electrical and Computer Engineering, Software Engineering, Department of Physics and Astronomy, Associate Vice-President Academic Planning (AVPAP)

UVic Undergraduate Course Changes: January 2026

Faculty of Engineering and Computer Science

Academic unit(s)	Course	Title	Type of change	Consultation
Department of Mechanical Engineering	MECH441	Ship Hydrostatics and Dynamics	Description	

UVic Undergraduate Course Changes: January 2026

Faculty of Humanities

Academic unit(s)	Course	Title	Type of change	Consultation
Department of Pacific and Asian Studies	PAAS191	Modern Korean Culture	New	School of Languages, Linguistics, and Cultures

UVic Graduate Program Changes: January 2026
Faculty of Engineering and Computer Science

Academic unit(s)	Code	Title	Type(s) of change	Consultation
Faculty of Engineering and Computer Science	DENG-LEAP	Leadership in Engineering Applications and Practice	Change in the description of a program or credential not involving any change in program or credential requirements	

UVic Graduate Course Changes: January 2026

Faculty of Engineering and Computer Science

Academic unit(s)	Course	Title	Type of change	Consultation
Department of Mechanical Engineering	MECH554	Mechatronics	Supplemental note, Mutually exclusive note (MX)	

UVic Graduate Course Changes: January 2026

Faculty of Health

Academic unit(s)	Course	Title	Type of change	Consultation
School of Medical Sciences	NRSC535	Behavioural and Cognitive Neuroscience	New	Department of Psychology