

Dear SFUFA Members:

The following bulletin contains information on:

Staffing Audits and University Spending

Faculty Experience Survey

Pay Timing – January

Winter Social

Reminder – alternate contacts

Staffing Audits and University Spending

In Spring, 2024, SFU issued dozens of layoff notices to CUPE and APSA staff, and announced a staff hiring freeze later that year. In December, 2024, a faculty hiring freeze was announced.

While the University has been speaking of budgetary challenges for the past several years, it has also repeatedly and publicly emphasized its commitment to the academic mission of the University. SFUFA has been tracking SFU spending on staffing for several years now, testing stated institutional priorities against concrete investment in faculty and staff.

Previous reports are available on the SFUFA website [here](#) and [here](#). What follows captures the general landscape of staffing numbers at the University, with a view particularly to what happened during the staff hiring freeze (2023-present) and the faculty hiring freeze (2024-25).

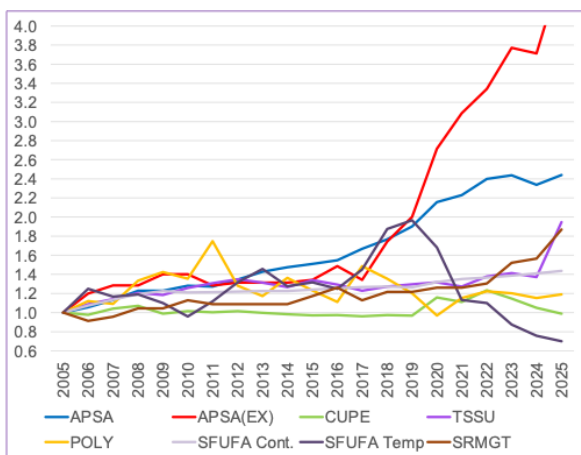
Between 2020 and 2025, APSA has seen a net growth of 188 positions or a 13% increase. Between 2024 and 2025, despite the hiring freeze, APSA saw an increase of 67 positions while SFUFA positions increased by only 14. We should note that in the same period, approximately 25 positions in CEE and the Student Learning Commons moved from APSA to SFUFA. When we consider faculty positions, then, we see a real decrease while management and professional numbers continue to rise.

When we turn to senior executive and senior academic administration, we see an even sharper rise. Between 2020 and 2025, APSA EX (these are excluded managers and HR staff) saw a net growth of 65 positions or a 72% increase, while senior academic administration rose by 48%. In the hiring freeze period alone, between 2024 and 2025, SFU created an additional 30 excluded management positions and 7 senior admin positions while faculty numbers fell. While some of these positions are attributable to the new School of

Medicine, there remains a net increase in APSA and APSA Ex positions even after discounting Med School appointments.

Where the hiring freeze has been most significant is among CUPE—who represent the majority of front-facing staff people. CUPE has lost 134 positions in the two years of staff hiring freezes (2023- 2025). The TSSU saw a net increase of 553 positions, but some 700 of those resulted from the inclusion of RAs in that unit. If we look at Teaching Assistants and Sessionals, there is a real drop of around 150 positions.

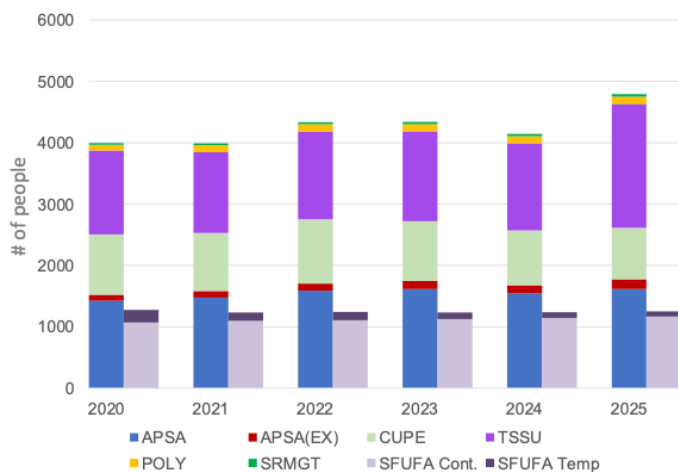
Growth of Labour Groups at SFU, 2005 – 2025



| | APSA | APSA (EX) | CUPE | TSSU | POLY | SFUFA Cont. | SFUFA Temp | SRMG |
|------|------|-----------|------|------|------|-------------|------------|------|
| 2005 | 661 | 35 | 852 | 1036 | 99 | 811 | 120 | 23 |
| 2006 | 699 | 42 | 832 | 1127 | 111 | 871 | 150 | 21 |
| 2007 | 748 | 45 | 888 | 1183 | 108 | 921 | 140 | 22 |
| 2008 | 813 | 45 | 911 | 1250 | 132 | 969 | 143 | 24 |
| 2009 | 813 | 49 | 843 | 1227 | 141 | 995 | 132 | 24 |
| 2010 | 847 | 49 | 864 | 1302 | 134 | 982 | 115 | 26 |
| 2011 | 841 | 45 | 854 | 1355 | 173 | 985 | 134 | 25 |
| 2012 | 889 | 46 | 866 | 1398 | 127 | 989 | 158 | 25 |
| 2013 | 944 | 46 | 849 | 1361 | 116 | 993 | 175 | 25 |
| 2014 | 974 | 46 | 838 | 1312 | 135 | 993 | 153 | 25 |
| 2015 | 998 | 47 | 827 | 1388 | 122 | 1006 | 158 | 27 |
| 2016 | 1023 | 52 | 831 | 1339 | 110 | 1018 | 150 | 29 |
| 2017 | 1103 | 47 | 819 | 1272 | 147 | 1027 | 174 | 26 |
| 2018 | 1168 | 61 | 831 | 1318 | 134 | 1032 | 225 | 28 |
| 2019 | 1257 | 70 | 825 | 1342 | 119 | 1026 | 236 | 28 |
| 2020 | 1425 | 95 | 987 | 1363 | 96 | 1070 | 202 | 29 |
| 2021 | 1473 | 108 | 946 | 1319 | 114 | 1096 | 136 | 29 |
| 2022 | 1585 | 117 | 1051 | 1429 | 121 | 1107 | 132 | 30 |
| 2023 | 1612 | 132 | 976 | 1464 | 119 | 1125 | 105 | 35 |
| 2024 | 1546 | 130 | 894 | 1421 | 114 | 1144 | 91 | 36 |
| 2025 | 1613 | 160 | 842 | 1017 | 118 | 1165 | 84 | 43 |

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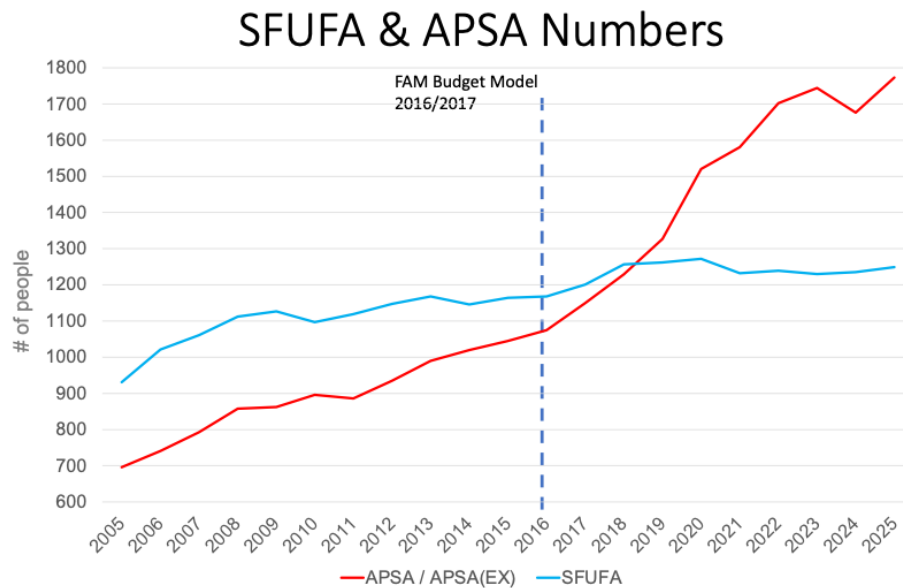
Changes to Labour Groups from 2020-2025



| | APSA | APSA (EX) | CUPE | TSSU | POLY | SFUFA Cont. | SFUFA Temp | SRMG |
|------|------|-----------|------|------|------|-------------|------------|------|
| 2020 | 1425 | 95 | 987 | 1363 | 96 | 1070 | 202 | 29 |
| 2021 | 1473 | 108 | 946 | 1319 | 114 | 1096 | 136 | 29 |
| 2022 | 1585 | 117 | 1051 | 1429 | 121 | 1107 | 132 | 30 |
| 2023 | 1612 | 132 | 976 | 1464 | 119 | 1125 | 105 | 35 |
| 2024 | 1546 | 130 | 894 | 1421 | 114 | 1144 | 91 | 36 |
| 2025 | 1613 | 160 | 842 | 1017 | 118 | 1165 | 84 | 43 |

| | APSA | APSA (EX) | CUPE | TSSU | POLY | SFUFA Cont. | SFUFA Temp | SRMG |
|------|-------|-----------|-------|-------|-------|-------------|------------|-------|
| 2020 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| 2021 | 3.37 | 13.68 | -4.15 | -3.23 | 18.75 | 2.43 | -32.67 | 0.00 |
| 2022 | 7.60 | 8.33 | 11.10 | 8.34 | 6.14 | 1.00 | -2.94 | 3.45 |
| 2023 | 1.70 | 12.82 | -7.14 | 2.45 | -1.65 | 1.63 | -20.45 | 16.67 |
| 2024 | -4.09 | -1.52 | -8.40 | -2.94 | -4.20 | 1.69 | -13.33 | 2.86 |
| 2025 | 4.33 | 23.08 | -5.82 | 41.94 | 3.51 | 1.84 | -7.69 | 19.44 |

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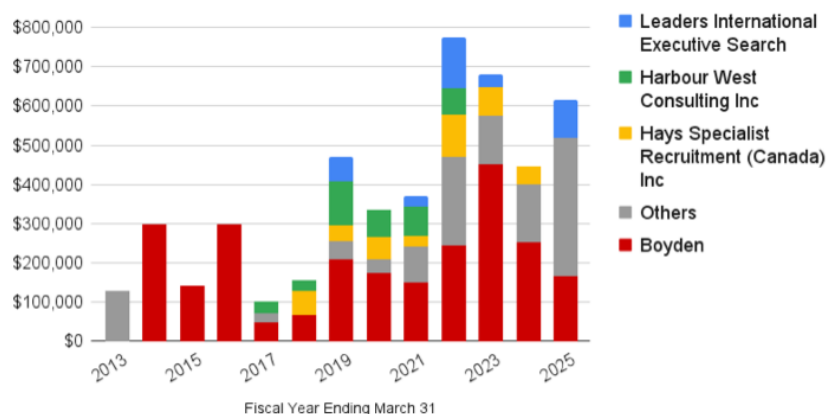


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The question, then, is how do these numbers square with the stated commitment to prioritize the academic mission? Staff who directly serve students and academic units have been hit the hardest; temporary instruction and instructional support have dropped; faculty positions have dropped; and middle management, senior staff management, and senior administration have all continued to rise. And rising, too – spending on external legal and hiring consultants. It is hard to reconcile these numbers with the promises made for the past two years.

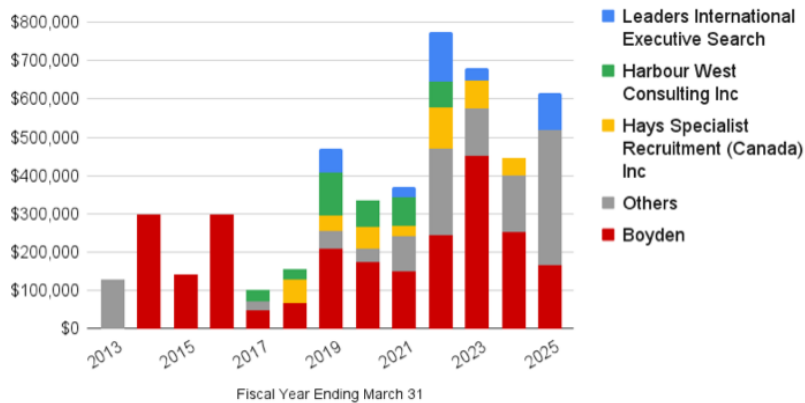
SFU Spending on Executive Search Firms 2013-2025

Total Spending \$4.82 Million From SFU's Statement of Financial Information (SOFI)



SFU Spending on Executive Search Firms 2013-2025

Total Spending \$4.82 Million From SFU's Statement of Financial Information (SOFI)



Faculty Experience Survey

SFUFA recently ran a survey to examine member experience with various offices of the University, and with SFUFA. Over 350 members completed the survey, which asked about response times, supportiveness, and overall impressions of 10 different SFU offices, and of SFUFA. We do apologize for our error in the demographic question about gender; this should have offered members the option to select multiple categories and did not do so. The fault lies entirely with us, and we apologize to all those who found the question dismissive of their identity and /or experience.

We report here only the overall result of member experience – whether members' impression of the office is generally positive, negative, or neutral. We provide, too, the percentage of members who report working with that office in the past 2 years. A note: we are aware that voluntary surveys such as this cannot be presumed to represent overall experience, and that results regarding our own office may be impacted by the fact that this is our own survey. We do not suggest that what follows is a scientific survey or anything but a voluntary canvassing of member opinion.

| Office | Positives | Neutrals | Negatives | Member Interaction |
|-----------------------|-----------|----------|-----------|--------------------|
| Research Services | 73% | 16% | 11% | 55% |
| CAL | 65% | 13% | 22% | 78% |
| Faculty Relations | 55.5% | 18% | 26.5% | 60.5% |
| Pensions and Benefits | 55% | 21% | 24% | 64% |
| Human Rights Office | 45% | 31% | 24% | 8% |
| Bullying and Hrsmt | 42% | 22.5% | 35.5% | 7% |
| SVPO | 69% | 22% | 9% | 11% |

| | | | | |
|------------------|-------|-----|-------|-----|
| Deans | 70% | 11% | 19% | 82% |
| IT Services | 77% | 11% | 12% | 84% |
| Parking Services | 54.5% | 20% | 25.5% | 41% |
| SFUFA | 89.5% | 5% | 5.5% | 63% |

Pay Timing – January 2026

SFU has announced that they will be adjusting the timing of member pay in order to align all SFU employees on the same schedule. Currently faculty are paid on the last day of a given pay period, and the new system will see members paid a week following the period worked. This amounts to a one week delay in pay, which we expect will begin in January 2026. Information on the change can be found [here](#).

SFU is legally allowed to make this change, and other universities have done the same in recent years. We do not, then, have grounds to challenge the shift, but we do think it important that members understand the impact so as not to find themselves unable to pay critical bills in January.

The impact of SFU's move is that one week of pay will be delayed - members will see a real loss of a week's pay, and that loss will be made up only at the time of resignation or retirement, when the "catch up" happens under this new system. While other places, such as Trent and UPEI offered interest free loans to assist employees with the transition, we are not aware of any such plan at SFU. As it stands, in fact, members will be providing SFU with an interest-free loan. That is, members will see a delay of 1 week's salary as we move into the new year, with that deferred salary only being paid at the end of one's employment. Specifically, rather than being paid the normal bi-weekly salary on January 9th and 23rd, members will be paid for one week on January 9th, one week on January 16th, and the normal 2 weeks on January 30th and bi-weekly thereafter.

We are concerned that SFU's communications on this have been insufficient and not at all transparent about the real impact on member income during the transition. We encourage all faculty members to prepare for a real drop in pay in January while SFU moves to defer one week's salary earnings.

Winter Social

The Association's Winter Social will be held on Wednesday, December 3rd at 4:00 pm. We will meet at Biercraft on the Burnaby campus. Do join us to mingle with colleagues and celebrate the season.

Reminder – Alternate Contacts

Given periodic disruption of SFU's internet and email systems, the Association is collecting alternate contacts (email or phone) for members, to be used only in the event that we need to reach you during a time that the University's communications systems are not functioning. Members can send alternate email addresses and/ or phone numbers to SFUFA Executive Director, Brian Green, at <mailto:bsgreen@sfu.ca>