

From: [Mark Diotte](#)
To: [Bruce Choy](#); ["boardofgovernors@kpu.ca"](mailto:boardofgovernors@kpu.ca)
Subject: Request to Table FY26–27 Budget Until March Due to Process and Consultation Deficiencies
Date: January 27, 2026 3:14:00 PM

President Bruce Choy & KPU Board Chair Erin Barnes,

We are writing to formally request that the Board table the proposed FY26–27 budget until March to allow for proper process, transparency, meaningful consultation, and a decision-ready financial presentation. We are making this request under two general mandates: one is on behalf of the members we represent in order to address concerns they have expressed, and the other is as a result of Collective Agreement obligations that have not been met.

This request is grounded in governance, not in opposition to difficult decisions, and our intention is to reduce governance, strategic, and reputational risk to KPU.

As you know, the Collective Agreement requires consultation with the Kwantlen Faculty Association on matters of this nature. That consultation was initiated only five business days before the scheduled Board approval, and during the meeting we were explicitly advised that the budget was already largely set and not subject to change.

As well, we understand that the budget had been passed by the Board Finance Committee prior to the commencement of consultation with the Kwantlen Faculty Association. In practical terms, this means that consultation began *after* the budget had already cleared its primary Board governance hurdle.

That does not meet any reasonable standard of consultation.

Consultation, as interpreted by arbitrators, must be timely, bilateral, and undertaken before decisions are effectively finalized. One-way briefings after decisions are made do not satisfy that obligation. KPU has recently been found in breach of its duty to consult in circumstances where consultation occurred too late to influence outcomes, resulting in an adverse arbitration award against the University including financial compensation to the Union. The consultation engaged in thus far does not meet the legal threshold for consultation.

Furthermore, the budget materials themselves are not decision-ready:

- They are not anchored to annualized FY25–26 actuals, despite tuition and salary costs now being largely known.
- They do not present scenario analysis showing academic and student impacts of

different budget paths.

- Revenues and faculty costs are not adequately disaggregated between credit instruction, CPS activity, research, and contract staffing.
- Permanent reductions to teaching capacity are being advanced while a faculty-elected Board seat remains vacant.
- We are also concerned that the proposed approval is scheduled for a meeting at which the University President and the Board Vice-Chair are expected to be absent. Taken together with the vacant faculty-elected Board seat and vacant Student seat, this further constrains informed deliberation on a decision that permanently reshapes the academic core of the institution.

Approving a budget of this magnitude under these conditions exposes the Board to legitimate concerns about whether its duty of care has been met, particularly given the irreversible nature of faculty layoffs.

Tabling the budget until March would allow:

- Compliance with existing practices
- Completion of decision-useful financial statements
- Updated enrolment and revenue projections
- Transparent modelling of impacts on students, programs, and access
- Consultation that is genuine rather than procedural
- Alignment with KPU's established budget approval practice, which has historically taken place in March and allowed for fuller information and stakeholder input

Nothing about a short delay compromises KPU's financial position. Proceeding now risks locking in long-term structural damage without adequate evidence that no better alternatives exist. The short delay also would allow for transparency in the way that the decisions being enacted through the budget are revealed to the constituents who are directly impacted.

We are asking for a pause, not a veto. This approach protects the credibility of the Board's decision-making and the institution's public accountability.

Sincerely,
Mark Diotte
President, Kwantlen Faculty Association