



Without Prejudice

via email

September 25, 2025

Chris Shier, Union Representative, MoveUP
Nathan Beausoleil, Senior Union Representative, MoveUP
301-4501 Kingsway
Burnaby, BC V7H0E5

Dear MoveUP:

RE: Section 54 Notice – Budget Deficit Mitigation

Please accept this letter as notice pursuant to section 54 of the *Labour Relations Code* of intended changes at Capilano University (the “University”) related to the University’s budget deficit mitigation. This notice is offered without prejudice to the University’s position that such notice may not be required in these particular circumstances.

The University’s projected deficit for the 2025-2026 year was ~\$1.5 million. There has been a 37% drop in international students enrolled in the current term. The University is anticipating a higher deficit in 2025-2026.

These financial pressures are the result of a confluence of factors, most notably a significant and sudden decline in international student enrollment following federal policy changes. Rising inflation, global impacts of tariffs, fixed operational costs, and increasing legislative and infrastructure requirements are also contributing to this deficit. Despite these challenges, CapU remains committed to academic excellence, student success, and the long-term sustainability of the institution.

The university continues to work on strategies including academic planning initiatives, revenue drivers and administrative/operational adjustments with the goal of returning the university to a balanced budget by 2026/2027 while centering the student learning experience through high quality academic programming and operational sustainability.

Anticipated changes to date:

- Vice President portfolios
- 2026 Spring term faculty reductions

This notice is a demonstrated commitment from the University to continue to inform and consult with staff as we navigate these financial pressures. We would like to meet to discuss any questions or concerns the union may have about the anticipated changes.

Sincerely,

A handwritten signature in black ink, appearing to read "K. Bharadwa", with a stylized flourish at the end.

Kartik Bharadwa, Vice President, People, Culture & Diversity