

NEWSLETTER

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MESSAGE FROM THE PRESIDENT

ADAM WILSON | COMPUTER AND ELECTRICAL ENGINEERING, UNBF

As the incoming President, I should start by introducing myself. I have been employed at UNB for 29 years. The first 20 years were as a staff member: electronic technologist, project engineer, and research engineer. For 12 years of that same period, I was a contract academic instructor. I'm now a teaching professor and department chair in the Department of Electrical and Computer Engineering. I like to think this employment path has given me unique insight into the needs of the UNB community from the perspective of various UNB colleagues.

The threat of provincial budget cuts to post-secondary education in New Brunswick is at the forefront of all our minds. We've witnessed the impact of these looming cuts through the ongoing hiring moratorium and job loss in staff unions. AUNBT is engaging with the provincial government to enlighten them on the critical role post-secondary education plays in the province. Recent conversations with government have been more promising, but the impact of these conversations will only really be known upon the release of future provincial budgets.

In better news, AUNBT has a beautiful new space on the Fredericton campus, the Neville Homestead at 58 Mackay Drive, which consolidates all Fredericton-based AUNBT space. Thank you to UNB for providing the space. I hope you will all join us at the soon-to-be-announced "house" warming party! But don't feel you need an invitation to come chat. Stop by anytime!

AUNBT recently engaged in a re-branding exercise, and we are excited to unveil our new branding in this newsletter!

Adam Wilson
AUNBT President

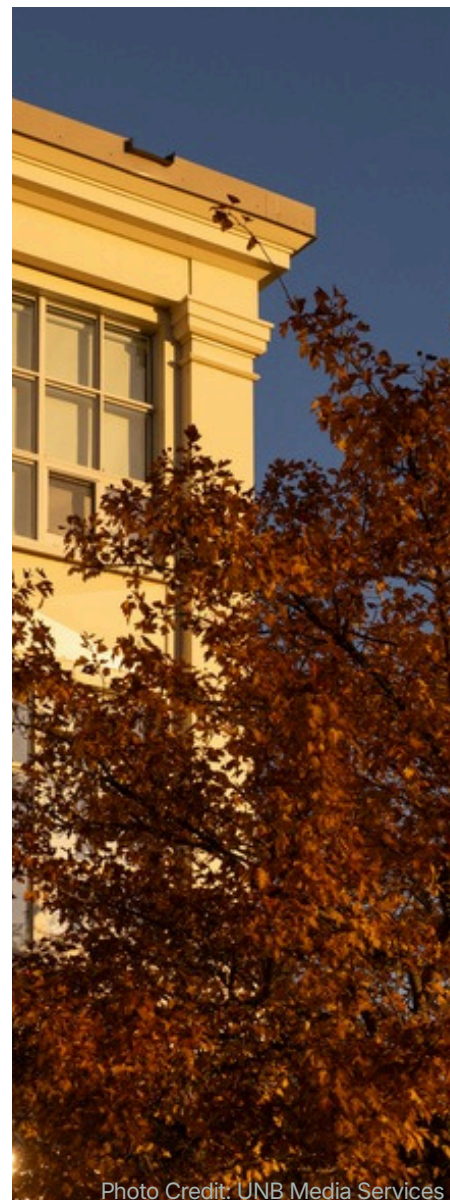


Photo Credit: UNB Media Services



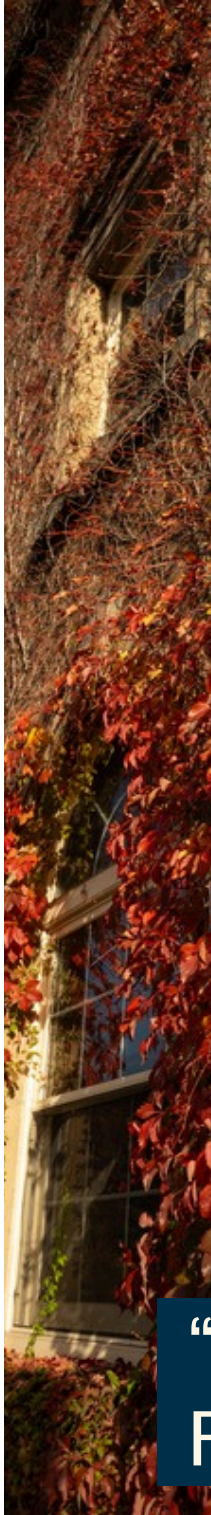
2026-2027 EXECUTIVE COMMITTEE

Susan Blair Anthropology, UNBF
Mehmet Dalkir Economics, UNBF
Kelly Day Nursing, UNBF
Rosann Edwards Nursing & Health Services, UNBSJ
Kendra Haines Education, UNBF
Viqar Husain (Past President), Mathematics and Statistics, UNBF
Mustapha Ibn-Boamah Business, UNBSJ
Nathan Kalman-Lamb Sociology, UNBF
Glenn Leonard (Treasurer), Faculty of Management, UNBF
Jeff McNally (Vice President, CAE), Computer Science, UNBSJ
Kelly Miles Biology, UNBF
Janet Mullin Historical Studies, UNBF
Alyssa Sankey Mathematics and Statistics, UNBF
Christopher Smith Business, UNBSJ
Edith Snook (Vice President), English, UNBF
David Speed (Vice President, SJ), Psychology, UNBSJ
Merle Steeves (Secretary), UNB Libraries, UNBF
Vlad Tasić (Grievance FT), Mathematics and Statistics, UNBF
Jake van der Laan (Grievance CAE), Computer Science, UNBSJ
Adam Wilson (President), Electrical and Computer Engineering, UNBF
Richelle Witherspoon UNB Libraries, UNBF

Photo Credit: UNB Media Services

UNB ADMINISTRATIVE GROWTH 2020-2025

VLAD TASIĆ | MATH & STATS, UNBF



Methodology

UNB's own publicly available data suggest that in the period 2020-2025 there was an increase in administrative complement. Administrative growth is also reflected in the rise of expenses reported in the category of Administration and General of the University's Consolidated Financial Statements. By contrast, academic units have been undergoing budget cuts, including a "moratorium" on new and replacement faculty positions.

The University's Office of Institutional Analysis maintains the University Fact Book, which includes detailed complement data for all units, along with other institutional information. The latest available "headcount" is for October 2025. We reorganized the data to address the more precise question of growth in staff positions in what might be called the university's "corporate" units in the period from 2020 to 2025.

To this end we exclude from our count all staff positions in departments, faculties and schools, UNB Libraries, Student Services, Registrar, and ITS. We include staff in Learning Futures, as this unit appears to be indented as a profit centre and has a growing number of staff positions. Some administrative units have been subsumed under other offices (e.g. Vice-President Academic (Fredericton), but they existed in 2020-2025 and appear as such in UNB's data for the period. Since we are looking at a total across UNB, this will not affect the overall picture.

It is important to note that UNB's complement data display numbers of faculty as well as undergraduate and graduate student positions in various administrative offices. For example, office of the Vice-President (Research) employed 6 undergraduate and 8 graduate students in 2025. Faculty and students are excluded from our count. We are including only staff positions, both full-time and part-time.

Finally, as usual with UNB's data, there are some inconsistencies that we believe may arise from rounding: the source spreadsheets sometimes involve decimal values, but data are posted as a pdf file that shows only whole numbers. For example, for 2020 the Fredericton branch of the Office of the President shows 63 full-time positions and 6 part-time positions, but UNB's table gives a total of 68; our graph would show the total as 69.

**"[ADMINISTRATIVE] GROWTH OF 37.9%
FROM 2020 TO 2025"**

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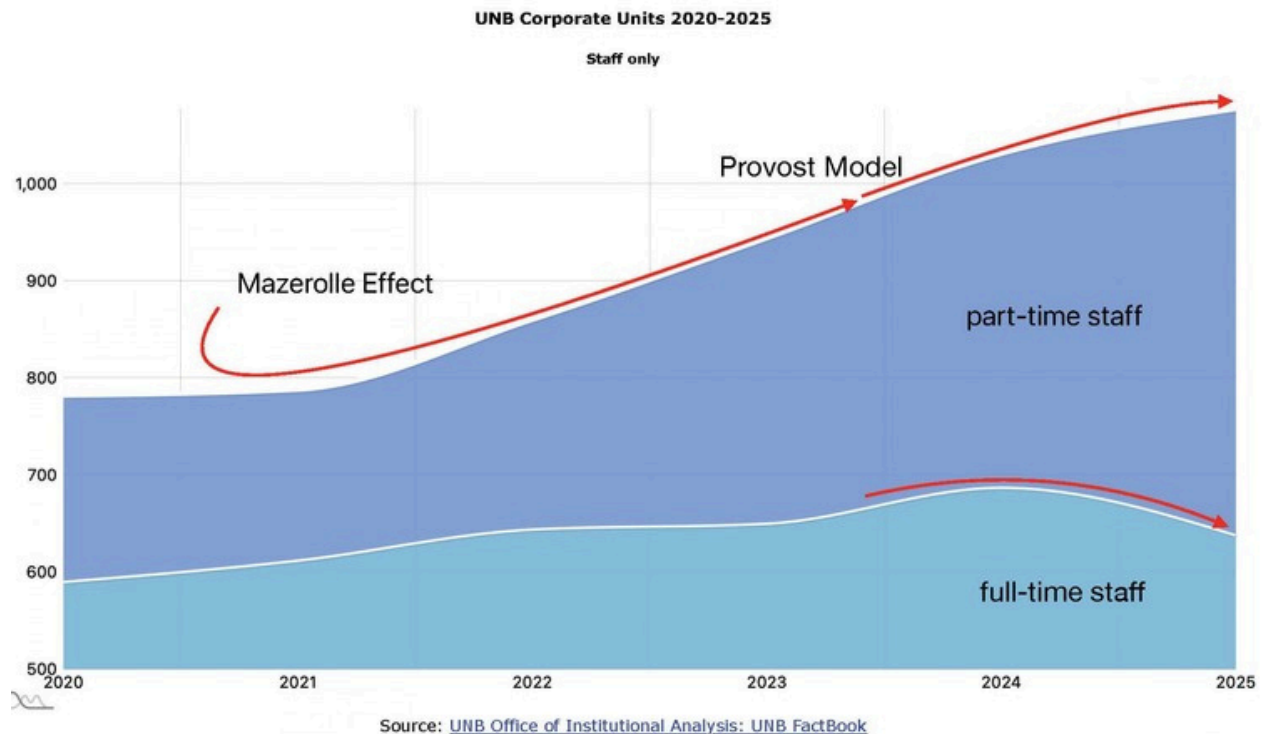
Photo Credit:
UNB Media Services

UNB ADMINISTRATIVE GROWTH 2020-2025

Analysis

Increased Number of Administrative Positions

With these methodological notes, the following graph supports our members' sense that there has been administrative growth in corporate units in the period 2020-2025. A significant upswing in the graph begins around 2022. Growth continued unabated through the introduction of the "Provost model", which was imposed by management fiat contrary to principles of collegial governance, despite the negative vote by the Saint John Senate. If the rationale for this reorganization was that it would reduce the number of administrative positions, it appears to have had the opposite effect.



The total number of staff positions in corporate units in October 2020 was 781 (581 full-time, 191 part-time). By October 2025, the number grew to 1077 staff positions (639 full-time, 438 part-time). This represents an overall growth of 37.9% from 2020 to 2025. Although there is an increase in the number of full-time positions relative to 2020 (8.12%), most of the growth is attributable to part-time positions (129.32%), indicating a dramatic increase in reliance on precarious labour. This trend appears to be amplified by the Provost model.

Some of the growth shown in the graph is probably due in part to a restructuring and related changes in how and where the same employees are now counted. For example, this may be the case with a remarkable increase in the number of positions in Ancillaries.

UNB ADMINISTRATIVE GROWTH 2020-2025

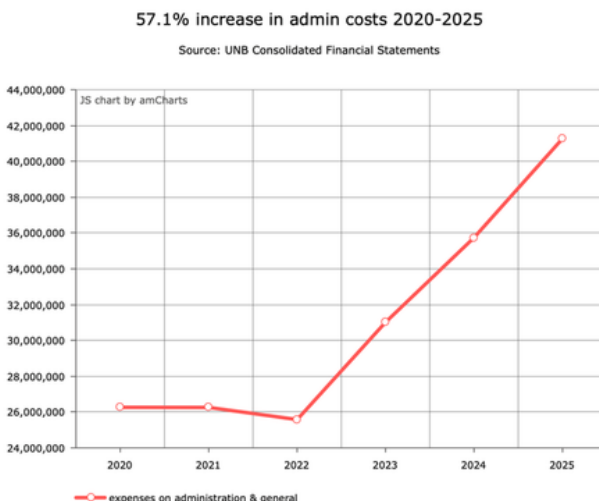
The most significant increase is observable in the Office of the President: 39 or 40 (depending UNB's rounding in the source file) new staff positions seem to have materialized from 2020 to 2025, most of them full-time. The office now has 117 positions (full-time and part-time total).

Also significant is the increase in Learning Futures, which had 101 staff positions in 2020 and shows 134 staff in the 2025 headcount; Learning Futures growth is entirely due to part-time staff positions. Similarly, growth in the Office of the Vice-President (Research) and Capital Planning and Operations is attributable to increased reliance on part-time staff.

Costs

A different measure of administrative growth is the expense reported in UNB's Consolidated Financial Statements under the category of Administration and General. This is a broad category, and we do not have finer detail on what it includes. According to the CAUBO guidelines (section 5(v)), it likely includes expenses on the offices of President, Provost and Vice-President (academic), Vice-President (Research), etc., bundled with the School of Graduate Studies, Student Services, Registrar (calendar, admissions, scheduling, student records), convocation and ceremonies, audio-visual services, "distance education support", board and senate secretariat, auditing, human resources, institutional research, investment management, as well as legal and consulting fees. Unlike with UNB's complement data, we are not in a position to disentangle various components.

The graph below illustrates significant growth in expenses in the category of Administration and General, from \$26.257 million in 2020 to \$41.27 million in 2025: an increase of 57.1% in this period.



Summary

Overall, both indicators (staff complement in corporate units and expenses on administration) suggest that UNB's austerity messaging is at odds with its own data. Spending on administration grew by 15.47% from 2024 to 2025 alone. Whatever the financial strategy may be, if there is one, it appears to have resulted in a 57.1% growth in expenses on administration and a 37.9% growth in corporate unit staff positions (mostly part-time) from 2020 to 2025, while severe cuts to the core academic mission continue. Perhaps the mystery will be resolved at the next Budget Town Hall.

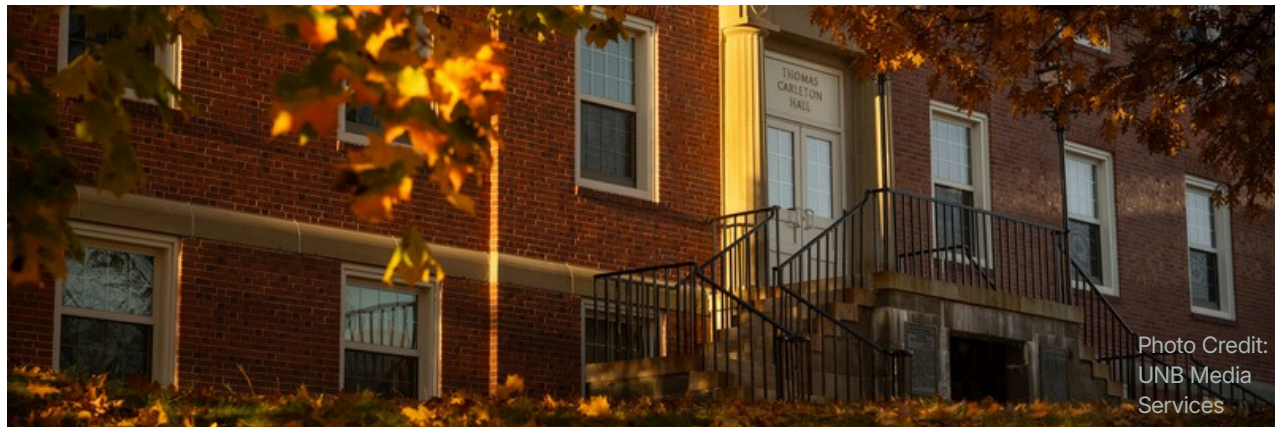


Photo Credit:
UNB Media
Services

UPCOMING EVENTS

MEMBERSHIP SOCIAL AND NEVILLE HOMESTEAD OPEN HOUSE

Meet your Faculty Association

DATES TBD

UNB Fredericton
Neville Homestead, 58 McKay Drive

UNB Saint John
Whitebone Pizzeria, Thomas J. Condon Student
Centre

UNB SENATE MEETINGS FREDERICTON AND SAINT JOHN

OCTOBER 20, FREDERICTON

4:00 PM, Tilley Hally, Room 303

OCTOBER 21, SAINT JOHN

4:00 PM, Oland Hall, Room 208

JON THOMPSON LECTURE SERIES ON ACADEMIC FREEDOM

Strengthening Academic Freedom in the
Corporatized University with Dr. James Turk,
Director of the Centre for Free Expression (CFE)
at Toronto Metropolitan University.

OCTOBER 6, 5:00 PM

UNB Fredericton
Tilley Hall 102

OCTOBER 7, 5:00 PM

UNB Saint John
Oland Hall 104

FALL GENERAL MEETING

Informational Meeting

DECEMBER 15, 10:00 AM

UNB Fredericton
Wu Center, Chancellor's Room

UNB Saint John
Hazen Hall, Room 225

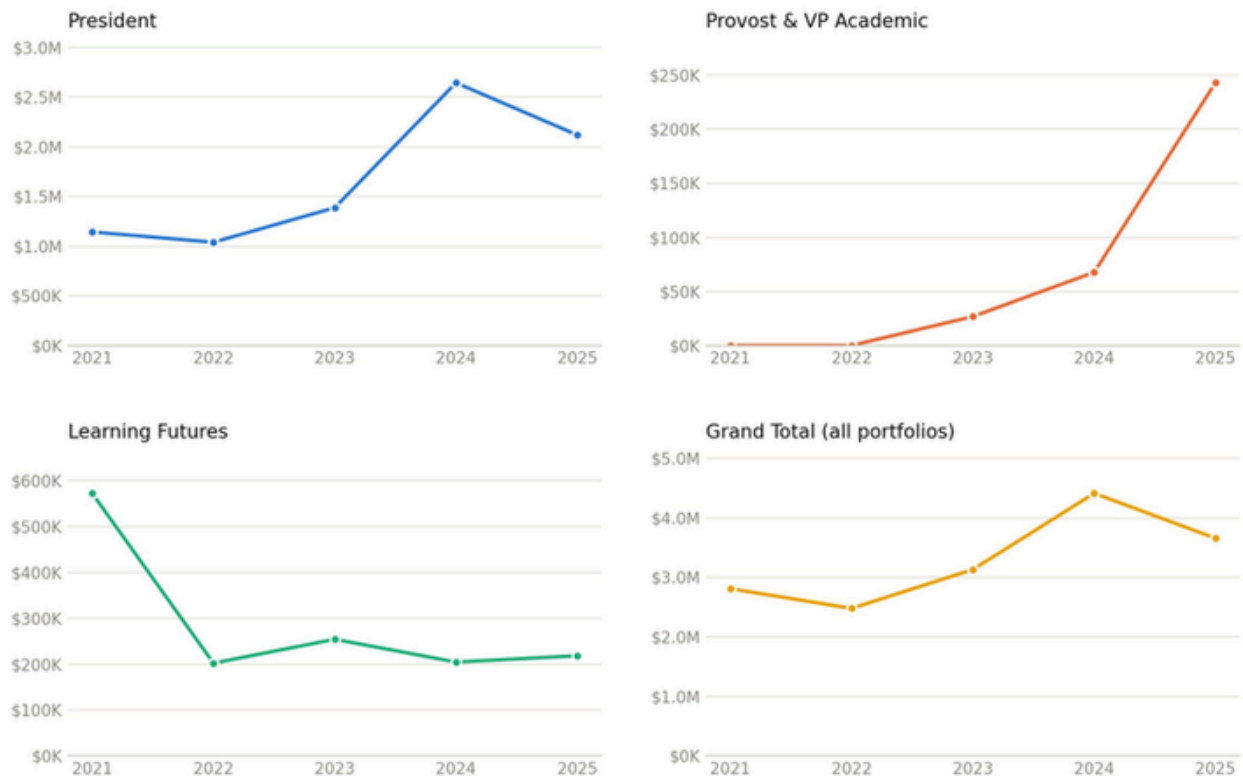
UNB'S CONSULTING EXPENSES 2021-2025

VIQAR HUSAIN | MATH & STATS, UNBF

In the September 2025 meeting of the Fredericton Senate, five Senators asked the UNB administration to provide a list of all contracts signed with consulting firms together with the purpose and total value of each for the past five-year period. Provided to the Fredericton Senate in its May 2026 meeting, the response contained twenty six categories, including academic faculties and various administrative units across UNB's two campuses.

The grand total spent on consulting was \$16,480,436 over the five fiscal years (2021–2025). That works out to an average of about \$3.30M per year. The President's portfolio alone accounts for \$8,331,973 of spending — just over half. The following graphs summarize the largest expenses. The consulting expenses in the Provost's office began in 2023, the first year of its operation.

UNB consulting expenses by portfolio, fiscal 2021-2025



Source: UNB Fredericton Senate, 25 May 2026, Agenda Item 4.4 (GL object code 76600, operating funds 10/11/12/14; vendors over \$10,000).

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UNB'S CONSULTING EXPENSES 2021-2025

For comparison, the following table provides total consultant expenses for academic faculties over the same five-year period.

UNB consulting expenses by academic faculty
Five-year total, fiscal 2021-2025

Faculty	5-year total
Saint John – Faculty of Business	\$881,169
Fredericton – Faculty of Management	\$321,389
Fredericton – Faculty of Engineering	\$222,717
UW – Faculty of Nursing & Health Sciences	\$153,794
Fredericton – Faculty of Kinesiology	\$79,952
Fredericton – Faculty of Forestry & Environmental Mgmt	\$75,903
Fredericton – Faculty of Education	\$68,444
Fredericton – Faculty of Arts	\$54,879
Fredericton – Faculty of Science	\$30,760
Fredericton – Faculty of Law	\$16,823
Saint John – Faculty of Arts	\$14,720
Saint John – Faculty of Science, Applied Science & Eng.	\$11,100
Total	\$1,931,650

Source: UNB Fredericton Senate, 25 May 2026, Agenda Item 4.4. GL object code 76600, operating funds 10/11/12/14; vendors paid over \$10,000 across the period. Prefixes are as reported (FR Fredericton, SJ Saint John, UW university-wide). Excludes School of Graduate Studies and libraries. Saint John Business total includes \$662,567 in international recruiting agent commissions.

From the details provided to Senate, Saint John Faculty of Business dominates spending amongst faculties, entirely because of recruitment agent commissions, which account for \$662,567 of its \$881,169 of spending on consultants. All twelve faculties combined account for 12% of the \$16.5M university-wide total consultant expenses.

The administration's portfolios account for the remaining 88%.

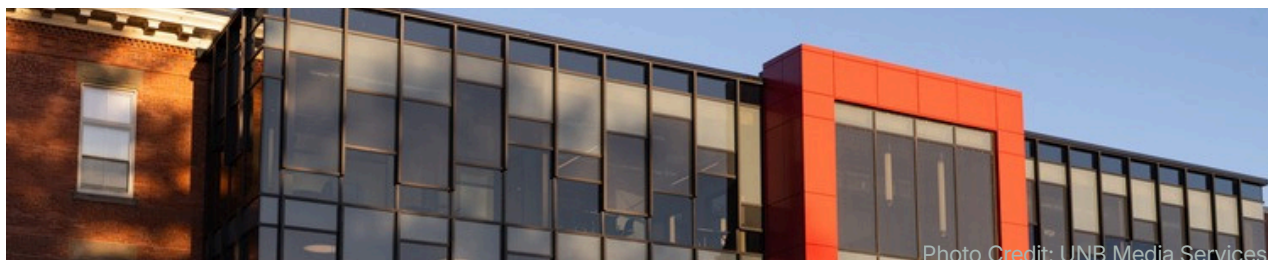


Photo Credit: UNB Media Services

JON THOMPSON LECTURE SERIES: STRENGTHENING ACADEMIC FREEDOM IN THE CORPORATIZED UNIVERSITY

The 2026 Jon Thompson Lecture on Academic Freedom will take place in Fredericton on October 6 (5-8 pm, Tilley Hall 102) and in Saint John on October 7 (5-8pm, Oland Hall 104). This year's lecture, "Strengthening Academic Freedom in the Corporatized University," will be presented by Dr. James Turk, the Director of the Centre for Free Expression (CFE) at Toronto Metropolitan University.

Prior to founding and leading CFE, Jim Turk was Executive Director of the Canadian Association of University Teachers from 1998 to 2014. Previously, he was Associate Professor of Sociology at the University of Toronto where he taught Canadian Studies and headed the Labour Studies Program at University College. He has also held several senior positions in the Canadian trade union movement including Executive Assistant to the National President of the Canadian Union of Public Employees, Director of Education for the Ontario Federation of Labour, and Research Director for the United Electrical, Radio and Machine Workers of Canada.



Dr. James Turk

Dr. Turk speaks and writes extensively on academic freedom, freedom of expression and its relation to social justice, human rights, civil liberties, and the challenges of democracy in an illiberal age. He has received a number of awards for his work, including the Intellectual Freedom Award for outstanding contributions to intellectual freedom in Canada from the Canadian Federation of Library Associations/Fédération Canadienne des Associations de Bibliothèques (2023), the Les Fowlie Intellectual Freedom Award from the Ontario Library Association (2019), the Milner Memorial Award for contributing significantly to an understanding and strengthening of academic freedom in Canada from the Canadian Association of University Teachers (2018), the Peter C. Dooley Legacy Award from the University of Saskatchewan Faculty Association (2014), the Jay Newman Award for Academic Integrity from the University of Guelph Faculty Association (2013), and the Distinguished Member Award from the Canadian Society for the Study of Higher Education (2012).

He has a Ph.D. from the University of Toronto, a M.A. from the University of California at Berkeley, an A.B. (*magna cum laude*) from Harvard University, and was a Knox Fellow at the University of Cambridge.

Planning to join us?
A quick RSVP would
be appreciated.



LETTER FROM THE VP CAE

JEFFREY MARK McNALLY | COMPUTER SCIENCE, UNBSJ

Welcome back for another academic term to all full-time and contract academic members. This feels to me like it will be a busy season, with midterms, Reading Week, and even exams coming upon us quickly. I also noticed that this year's exam period includes Sunday exams, which I believe is a first, so members should be prepared for that.

Contract academics come in a variety of forms. Some bring the long experience that comes with age; others bring the new idealism of youth. Some teach only one course a year in very niche areas, while others might teach a full load each term of courses side by side with full-time members, including some of UNB's largest classes. Some CAI's teach lots of hours during the day time others might offer courses only at night, and more recently many teach online, which can feel like 24 hours a day.

Regardless of our differences, we are all members of the same union—AUNBT—and we all deserve fair and equitable treatment. Ensuring that happens is a key goal of your AUNBT executive. We strive to ensure that both members and administration are aware that contract academic members are entitled to the same level of teaching support as full-time members. For example, the collective agreement states:

The University prides itself in providing appropriate teaching facilities and is committed to ensuring that teachers and students benefit from advancements in teaching technology. In support of that commitment, the University shall supply any CAE who make a request appropriate portable electronic computing devices such as laptops or tablets for the delivery of classroom instruction. The University will assign classrooms to courses taught by CAIs on the same basis as full-time employees within the constraints of University infrastructure...

And:

CAIs shall be entitled, on the same basis as full-time employees, to the following services as required for teaching purposes: copying services, library services, secretarial services, IT support and marking/teaching assistants. Access to copying services or mailboxes will be provided to CAIs as they require.

If you find yourself needing support or resources to teach your course, remember that these are not simply courtesies—they are provisions in our collective agreement.

Recently, I was able to attend the Contract Academic Instructor Assessment Committee (CAIAC) training in Saint John. This committee consists of two full-time members and one CAI member and is tasked with reviewing CAI members for Right of First Refusal and, when appropriate, selecting which CAIs will instruct advertised courses.

One interesting point from the training that I want to remind members about is that when you are eligible to be reviewed for Right of First Refusal, you can be reviewed on each campus that offers that specific course. This is something I think may be beneficial to some of our CAI members, particularly those who depend on CAI salary for their livelihood, and it may be worth exploring.

For now, enjoy your term, have a great day, and remember: Winter holidays are just around the corner!

NOTES FROM THE GRIEVANCE TEAM

MICHAEL KELIHER | LABOUR RELATIONS LAWYER, AUNBT

NEW GROUP 2 GRIEVANCE OFFICER

We are pleased to announce that Jake van der Laan has been appointed AUNBT Group 2 Grievance Chair, replacing Kendra Haines. We thank Kendra for her dedicated service in this role and welcome Jake to the position.

ASSESSMENT PROCESSES

The 2026-27 assessment cycle is underway.

If you are a member undergoing assessment and have questions about the assessment process, or if you are serving on an assessment committee and have questions or concerns, please feel free to contact AUNBT for information, guidance, or support. Reaching out to AUNBT does not violate a committee member's obligation to maintain confidentiality in the assessment process.

Deadlines for assessment committee recommendations for Full-Time assessments – the first of which is September 20 – can be found at Article 25B.02 of the Full-Time Collective Agreement. It is vitally important that committees adhere to these deadlines, as missed deadlines can result in significant bottleneck and delays, which is unfair to candidates.

SABBATICAL CREDITS

Applications for any sabbatical leaves scheduled to begin in the 2027-28 Academic Year are due by October 1, 2026. Members should be aware that any sabbatical credit accumulated beyond what is required for a sabbatical leave is not automatically carried forward to be applied to a subsequent sabbatical. Consequently, it is recommended that members who have accumulated sufficient sabbatical credit to take a sabbatical leave in the 2027-28 Academic Year either apply for sabbatical leave this Fall or write to their Dean ahead of that deadline requesting a one-year deferral in order for the additional sabbatical credit accrued this year to count toward a subsequent sabbatical leave. Without an approved and documented deferral, any sabbatical credit accrued beyond what is required to take a sabbatical leave will vanish.

SABBATICAL REPORTS

Members who have completed a sabbatical leave are strongly encouraged to submit a sabbatical report within three (3) months of their return from the leave, as failure to do so may result in forfeiture of 12 months of sabbatical credit toward the next sabbatical. Members who are unable to meet this reporting deadline for reasonable cause should notify their Dean in writing requesting an extension.

QUESTIONS

If you have any questions or concerns regarding these or any other workplace issues, please feel free to contact Michael Keliher, AUNBT's Labour Relations Lawyer, at michael.keliher@aunbt.ca. Inquiries can also be sent to your grievance officers — Vlad Tasić on the full-time side and Jake van der Laan for CAEs — and to the AUNBT general office at aunbt@aunbt.ca.

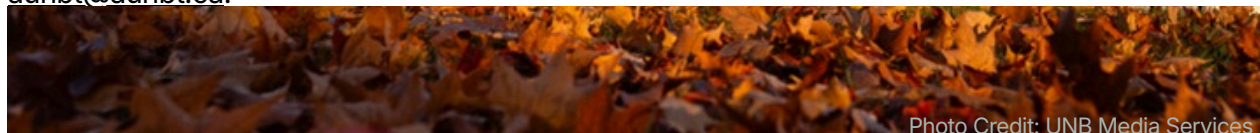


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