Student level of program

- Undergraduate: 251
- Graduate: 98
- Post-baccalaureate: 16
- Other: 75
Student Status

- Domestic: 215
- Study Permit: 106
- Permanent Resident: 38

Total student status: 359
Nature of Concern

- Academic: 53%
- Interpersonal Conflict: 16%
- Misconduct: 18%
- Financial: 6%
- Employment: 1%
- Residence: 5%
- Senate Appeals: 1%
- Residence: 5%
REFLECTIONS & OBSERVATIONS

FAIRNESS & WELLNESS
RECOMMENDATIONS

1. **Procedural Fairness Training & Resources**

   • Associate Deans, Heads of Units
     • Training, templates, guidelines

   • Review of procedures, practices, resources
     • Timelines are met
     • Student health & wellbeing
     • IAP, ISP, trauma-informed, culturally-responsive
     • Currency
RECOMMENDATIONS

2. Temporary Health Issues

• Academic Concessions Policy – “how”

• Standing Deferred Exams – expand options

• Accessible modes and timelines for making requests
3. Fettering Discretion

“... implies the absence of a rule dictating the result in each case...”

• Inclusion in training

• Self-review for fettered discretion
TOP FIVE (2009-2022)

1. ACCESSIBILITY
2. CULTURAL COMPETENCE
3. GRADUATE STUDENT EXPERIENCE/SUPERVISORY RELATIONSHIP
4. DELAY
5. TRAINING FOR DECISION-MAKERS
1. ACCESSIBILITY

• Clarity and simplicity of language in our rules, policies and procedures

• Easy to locate information, resources and people, both virtually and physically

• User-perspective focus
2. CULTURAL COMPETENCE

• Fairness is informed by equity, the Charter

• Fair rules, processes and outcomes require a foundational level of cultural competence and respect for diversity

• UBC’s strategic commitments assume an intercultural acuity among faculty and staff that we have experienced as spotty or clustered

• Global issues require us to be differently prepared, differently informed and differently agile
3. GRADUATE STUDENT EXPERIENCE

- Disproportionate number of graduate student issues that centre on recurring topics:
  - graduate student-supervisor relationships
  - funding
  - academic integrity

- Power differential

- Cultural competencies, expectations and communications
4. Delay

“Administrative tribunals have a duty to devote adequate resources to ensure the integrity of the process.”

Law Society of Saskatchewan v. Abrametz, Supreme Court of Canada, 2022
5. TRAINING

• Fundamental tools necessary to make fair, inclusive and equitable decisions

• Core principle of procedural fairness that includes:
  
  • proportionality
  • fettering of discretion
  • the right to reply
  • unbiased decision-making
  • reasons
  • delay
  • impartiality

• Trauma-informed approaches, cultural competencies, health and wellbeing and JEDII
Shifting the notion of fairness from a legal requirement to an ethical responsibility each one of us holds in an interdependent social system.

Office of the Ombudsperson for Students
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