



Open Letter to Langara President Paula Burns

From: Langara Faculty Association Board of Directors

To: Dr. Paula Burns

cc: Langara Executive Leadership Team; Langara Board of Governors

October 5, 2026

The following open letter focuses on the issue of reappointment rights for laid off faculty. The LFA board recognizes that significant discussions between LFA and College representatives have been underway about this issue, and we look forward to a mutually satisfactory resolution.

At the same time, we recognize that until that resolution is reached, the current situation is untenable for our members: our collective agreement provides reappointment rights which are not being respected, while many who have lost their livelihoods see available work pass them by. Even for those of our members with less seniority who have been offered the work, the undermining of collective rights and stable work at the College constitutes a loss of long-term career opportunity that short-term work can't replace.

Over the past few months we have heard from numerous individuals who are deeply concerned, both about this issue and more broadly, about the current state of Langara. Knowing that many have not had an opportunity for input, the LFA Board decided to provide an opportunity for people to express their opinions. The following open letter is the result.

The online letter is open to all who have an interest in Langara: faculty, students, non-faculty staff, and community members (e.g., alumni, partners, taxpayers, etc.). The signatures and comments below are those gathered up until the evening of October 4.

With respect and resolve,

The Board of Directors
Langara Faculty Association

Dear President Burns,

We are concerned that Langara's administration is bypassing laid-off faculty and offering available work on short-term contracts to faculty with less seniority.

This undermines career prospects for faculty — and that affects students. **Student learning conditions depend on faculty working conditions.** Langara is better for students when faculty have reliable, long-term employment.

It's not fair that laid-off workers have to *apply and interview* for available work that they just lost. It disrespects the spirit of the collective agreement and makes Langara a less respected place to work and learn.

We call on you to stop your unfair treatment of laid-off workers, and respect the Langara Faculty Association collective agreement. Protect the reputation of Langara, and quality education for its students, now.

Signed:

Name	Comment
Shanti Udit, Student	
Cameron Lewis, Student	Langara faculty make the college what it is, and removing them from the equation only harms the culture, student experience, and credibility of Langara. Losing long standing faculty members means losing the connections that students can make with seniors in their field of study.
Emily Der, Staff	
Shatha Sabri, Student	Our instructors work hard to give us the best education possible! They make sure we understand the material and care about our mental health and well being
Taniya Ranauta, Student	
Fatima Arya, Student	
MingTong Li, Student	
Elliot McInnis, Student	faculty are the heart and soul of Langara. These actions cheapen the experience of learning at the college which is not the way to make Langara as an institution more sustainable. While it's understandable that there is a crunch with the capping of international students, playing with the livelihoods of the very people that strengthen the essence of Langara is an extremely short sighted solution. Surely there are more creative solutions.
Khushi Sharma, Student	Please do something good for international students
Blake Monton, Student	

Name	Comment
Lauren Vedal, Faculty	
Marina Fuhs, Student	
Ikhmat Olatilewa, Student	
Victoria Decaire, Student	
Margel Salvador, Student	
Nam Page, Faculty	Students deserve knowledgeable instructors. Instructors deserve to work if work is available!!
Ari Crosby, Staff	
Sara Rodriguez, Student	I think it is understandable that the school need to cut on expenses but to think that teachers are an option is not reasonable. We are here to study and learn, we need them.
	"It's always needed or necessary until is your job that is on the line"
Thor Zimmerman Reynoso, Student	
Ethan Chu, Student	
Elizabeth Kemp, Student	
Ilia Nasser, Student	Ms. Burns, my name is Ilia Nasser and I am worried that the staff layoffs are hurting the quality of education in the college and I want something to be done with so yeah frustrated and everyone feels the same thing as well
Samuel Mayson-Dobson, Student	
Chaeyeon Park, Staff	
Sean J, Staff	Our unions will never be busted. CUPE and LFA are here to stay.
Liz Jackman, Student	
Eliana Khoo, Student	I strongly believe it is in the best interest, of students and Faculty alike, for the Langara Administration to respect the LFA collective agreement and respect the staff body as a whole. While it may (for whatever reason) be easier to lay-off Faculty, it has negative impacts on the Langara community. Students rely on staff to share knowledge and experience, but also to be a consistent anchor in their development of skills. When the Faculty are unable to feel confident in their employer's intentions to better their community, that sense of unease trickles into the learning environment.
	Increased employee turnover also makes it harder for staff to connect with each other, limiting the collaboration and communication possible within the faculty. I'm sure that as administration, it would be less productive, less efficient, less enjoyable and (long term) possibly even less cost efficient to have to train new people in the workplace

Name	Comment
	frequently. Turnover in administration has the possibility of making a major impact on the jobs of staff and the learning experience of students. A similar line of logic goes for our current Faculty, as talented as they are, increased stress due to job instability is not beneficial for health or work productivity. As students, we can feel professors on the path to burning out and the sense of distrust it creates in the leadership when the Faculty feels like they are one term away from being let go. Additionally, entering a new job is often a rough and tumble process even for experienced professionals. Learning the community and culture is not something you can do overnight, especially somewhere as beautifully diverse and collaborative as Langara. With all the respect to new lectures and professors that the administration may want to add to the staff, I strongly believe it should not be at the detriment to our current Faculty's employment. Each individual has something unique to add to the community, and I hope you would agree that it better when everyone has the chance to grow in their role and thrive in their workplace. However difficult it is to balance budgets and timetables and everything else that goes with administration, I hope you are able to see the positive impact long term staffing has within a community. As people, we are drawn to connect with others and to grow alongside each other. I hope commonality between administration, staff, and students will draw you to a similar conclusion. I am thoroughly enjoying my time here at Langara and would be disappointed if I could not take future courses with my professors due to them being laid off from a job they so clearly devote their lives to.
Merike Bruen, Faculty	
Ryan Vernon, Faculty	I am heartbroken for my colleagues who are losing working due to what seems like a hostile and incorrect interpretation of the LFA collective agreement. You talk about compassion and caring, but your actions show a disregard for basic fairness and the wellbeing of our colleagues. This is destroying colleagues' lives, and feels very unfair. I implore the college to do the right thing and respect both faculty and our negotiated reappointment rights.
Maja Grubisic, Faculty	
Rebecca Slaven, Faculty	How is Langara expected to attract students and provide quality education when experienced faculty with deep institutional knowledge are bypassed for work? How do you not see that this strategy will tank Langara's reputation and therefore, further tank our revenue? Investing in faculty means investing in students and community.
Leslie Horita, Faculty	
Janet Douglas, Community member	Engaged faculty make for an institution that survives and thrives. The brain drain that is occurring at Langara is costing the college more than you think. Bringing back laid off faculty is advantageous to administration and of great benefit to students and student retention.

Name	Comment
Negar Kaviani, Faculty	
Rawa Ibrahim, Faculty	
Helena Wadsley, Faculty	
Peter Babiak, Community member	As a recently retired Langara faculty (24 years teaching in the English Dept), I have been and still am privy to Langara's faculty "issues" these last handful of years, and it saddens me to see Langara opting for such shoddy hiring, and ergo, teaching/learning practices. Just yesterday at an AGM, I was told by a colleague who went to Langara and still knows many Langarans, "congratulations on your retirement; from what I hear, it's a sinking ship." That's remarkably sad.
Stefan Haag, Faculty	I know from working as a sessional lecturer at UBC how destabilizing short term contract teaching is. That Langara is going this route is shameful !
Greg Holditch, Faculty	
Nina Winham, Faculty	Some job loss was inevitable. But how Langara leadership handles it is a choice. This decision is unfair, unreasonable, and undermines the long-term wellbeing of the college. Offering ongoing, dependable jobs is how you ensure that those who mentor generations of students have the stability required to do their best work. And allowing those who were laid off to return to work when it is available is simply fair.
Noel Currie, Faculty	The LFA and college administration used to have the best working relationship in BC's college sector. Disagreements and conflicts were handled respectfully and collegially. This administration's violation of the right-to-recall language in the LFA Collective Agreement has damaged that relationship and working conditions significantly. I call on President Burns to observe time-honoured practice ratified in the Collective Agreement.
John Doe, Student	Treat your staff with respect!!
Kelin Emmett, Faculty	
Gillian Corbo, Faculty	
Nora Franzova, Faculty	There are courses that not all the faculty can teach, even though they have expertise, they might lack the passion and excitement for the course and thus some faculty can not and should not be let go, without seeing the consequences.
Sara Beiggi, Faculty	
Gavin La8ng, Student	
Jesica Ortega Nava, Community member	
Janaina Brusco, Faculty	Hiring and firing is also a waste of focus and energy decreasing the actual hours of work to improve teaching, and to improve learners experience in the college. You might believe you are saving money, but the college is "shooting it's on foot '.

Name	Comment
Melisa Hamilton, Faculty	
Danielle DeGagne, Faculty	
Andrew Roberts, Faculty	Over the past two years of crisis faculty and staff have paid the price for the policy and planning missteps of others. Ultimately, it is our students that suffer. After two difficult years faculty should be seeing the light at the end of the tunnel. Instead, we are seeing our basic right to recall being taken away by an administration that claims to care for faculty, students, and staff but fails to back this up in their actions. It feels cruel, unnecessary, and like being kicked when we are down. This free choice by our administration will end careers unnecessarily and harm the future of Langara. I implore our administration to change direction, admit when they are wrong, and honour the spirit of our collective agreement.
Annie Jensen, Faculty	
Suzanne Cowan, Faculty	
Trevor Newland, Faculty	I know there's a business/practical side to running the college and that the realities of that sometimes clash with the perspectives of faculty, but please keep trying to help faculty as well. We're all trying to maintain Langara's reputation as a deeply academic institution. Thank you.
Ron Velin, Faculty	
Jack Piskor, Student	I'm seeing programs gutted left, right, and centre, GOOD staff and educators losing their jobs. Student's notice, and it will make them less likely to choose langara over another school.
Lilach Rosenfeld, Student	
Isabella Medina Arias, Student	
Linh Nguyen, Student	
Madeleine LeBlanc, Student	
MJ Holec, Faculty	
Breanna Hawkins, Student	
Heather Forbes, Staff	In solidarity.
Daayaats Morrison, Student	
Dan Slessor, Faculty	
Vanessa Brown, Staff	
Helene Lestage, Faculty	Students are unlikely to choose or recommend an institution where instructors are exhausted, insecure in their employment, and not given the conditions they need to teach well. Protecting faculty is not separate from protecting Langara's future, it is part of it.

Name	Comment
Stellar Bigatel, Student	Education is now, more than ever, of utmost importance. Students and staff deserve to have the jobs, opportunities, and resources to build a better world for ourselves and for future generations. Knowledge is power! We are a college--it should be our topic priority!
Holly Adams, Student	
Francesca Deveau, Faculty	
Chu Myat Sandy, Student	
Tyler Barn, Student	As a student it sucks to see such experienced professors not get to teach their preferred courses. The school not taking proper care of it's most senior professors has a direct impact on the quality of education being delivered to its students. Really sends a message that they don't care...
Brian Howard, Student	
Collin LI, Faculty	
Johnathan Hanes, Student	
Sebastian Lawley, Student	
Nicholas Faulkner, Student	
Celise Lee, Student	As a full-time student of Langara I value the time, effort and expertise of our instructors. I do not appreciate the unfair treatment and of laying off of workers. This goes against what I believe Langara stands for and goes against why I chose this school.
Farah Leplat, Faculty	
Hlio Dimitropoulos, Student	
Soo Jeon, Student	I am extremely disappointed to hear of the conditions that the Langara Faculty need to face. It feels extremely offensive and out of touch in today's socioeconomic landscape. As a fellow unionized worker, its very disappointing to hear that organizations are continuing to take advantage of workers and push the boundaries of worker's rights. I can feel the shifting reputation that Langara holds as a public school, and I personally will be spreading the word of what is happening so that the public can stay informed and continue to make decisions with their education accordingly. Even in a department that has not been directly affected by what this letter is stating, there has been a growing dissatisfaction with how Langara is directing its education. The easiest way to get back on the right track is to honour the collective agreements and improve work satisfaction.
Anu Kumar, Faculty	
Texi Wu, Student	
Shirly Lobo, Student	

Name	Comment
Laur Lenaghan, Student	
Priyanka Saxena, Student	
Miranda Pozniak, Student	
Basma Abdulaziz, Student	Faculty invest years of their lives teaching Langara's students and building the college's reputation. Stop treating senior instructors as disposable commodities and start valuing their loyalty and hard work. Ultimately, student learning conditions are inextricably tied to faculty working conditions. Everyone suffers
Yayoi Shinbo, Faculty	Every regularized faculty has a recall right for two years, and the available section(s) should be offered to the laid off faculty member with the highest seniority. There should be no need to apply for the position. Nor should s/he have an interview. Recently my colleague with more than twenty-year FTE had to have an interview. She is teaching right now but still has no access to Bright space and email. If a grievance is put in, the college definitely lose the case since it violates the Collective Agreement. It mentions seniority since this is the keyword to protect our recall right. If college hires people outside with no seniority, why would CA even mention seniority.
Evan Yang, Student	Dedicated and experienced instructors are the backbone of Langara's academic excellence. Their patient guidance in academic writing and grammar has made a profound impact on my learning journey. Langara must prioritize fair recall practices and invest in the faculty who genuinely care about students, rather than bypassing laid-off instructors for available work.
Terri Evans, Faculty	Instead of modelling a best-practice for respecting labour rights, Langara leadership is entangling staff at all levels of the institution (department-level faculty, division leadership and staff, LFA reps, People and Culture managers) in unnecessary, time-consuming, unproductive processes to re-hire laid-off faculty and where they should be prioritized over sessional/term instructors who don't have the same rights to work. Foisting us into a process akin to hiring a new employee not only disrespects our collective time, but signals to laid-off faculty, who have contributed to student success and moving this institution forward over many years, that they are second class citizens. It also takes time away from our working towards institutional priorities, including fostering greater connections into the community. Finally, by not respecting re-appointment rights, it works to further reduce Langara's standing in the community, and the post-secondary sector more broadly.
Stephen Phillips, Community member	As a retired Langara instructor of 31-years' standing, and Faculty Emeritus since 2025, I deplore the unjust and disrespectful manner in which the College has chosen to treat its laid-off faculty.
Milos Campbell, Faculty	I have been teaching at Langara since 2007, I have always been proud of how we treat your faculty with respect and don't rely on a sessional pool. We are known within the teaching community for being a fantastic place to work. Our historic hiring practices are a reflection of our belief in community that filters down to our student body. Faculty are more invested in the student body and the strength of any given program if they are part of it long term. I have witnessed the erosion of

Name	Comment
	community at other institutions that has effected the quality of their programming and student success. A short term solution to save money will have a long term damaging effect on student numbers. We do not have a beautiful building with state of the art facilities and equipment...but we make up for that with small class sizes, enabling a caring, one on one experience...provided by faculty that are invested in the outcome.
Taranjot Kaur, Student	
Daphne Merritt, Student	I support fair treatment of laid off faculty and ensuring that available teaching work is offered in a fair and transparent manner. As a student, I am also increasingly concerned about the broader direction of the College. Langara is struggling to adapt to its changing enrolment environment. The government's changes to international student policy created a difficult external circumstance, but I believe the College's leadership has a responsibility to respond proactively and strategically. Students and faculty are both affected when programs and course availability become less stable. I hope the College will take a more proactive approach to protecting the quality and breadth of education at Langara.
Christina Dommer, Student	
Khushpreet Kaur, Student	I am very concerned about the lack of courses being offered and the constant layoffs of professors.
Niall Christie, Faculty	The College's wilful misinterpretation of the Collective Agreement is a clear attempt to try and casualize the workforce at Langara as much as possible. It is nonsensical, and does not even save a significant amount of money to address the deficit in our budget. It instead will produce a workforce who are stressed and insecure, possibly having to hold down multiple jobs, and unable to provide the best possible service to the people who matter at this college, by which I mean, of course, the students. And responsibility for any consequent deterioration in the quality of the teaching at Langara can be laid squarely at the feet of our administration. A much better approach would be to honour the Collective Agreement and abandon the current inappropriate practices. Then conduct a thorough review of the bloated college administration and remove positions that are unnecessary. This would generate significant savings in our budget.
Marina Toledo, Community member	In solidarity
Haley Montgomery, Faculty	
Emma Lawson, Faculty	
Susan Marshall, Community member	Students benefit from more experienced instructors. If an instructor with a contract is laid off from that contract, they should still be hired back if work becomes available after all. The college is shooting itself in the foot by not recalling these tried and tested instructors when work is available.

Name	Comment
Alex Boston, Faculty	
Itrath Syed, Faculty	
Margo Nelson, Faculty	
Paramita Banerjee, Faculty	Please hear and listen to your faculty to preserve quality education and transparency in your planning.
Andrea Dawson, Faculty	
Davina Bhandar, Community member	I hope Langara shows the respect towards their academic workers that they deserve and upon which the college's reputation stands!
Daniel Poirier, Faculty	This shameful treatment of dedicated faculty undermines what makes the college great.
Saima Salim, Community member	
Tim Charters, Faculty	
Elizabeth Milton, Faculty	
Sharina Janif, Community member	Respect and abide by the Langara Faculty Assoc collective agreement!
Kai Mallari, Student	Over my tenure at Langara since 2015, the quality of care from the administration has gotten noticeably worse.
Levi J. A. Dhanaraj, Community member	Truly disappointed in my alma mater right now, Dr. Burns should have stepped down months ago. I'm embarrassed to have crossed the stage and collected my diploma from her.
	I have nothing more to add to what other commenters have said, an institution that gets high off hiring short-term lecturers is bound to stop producing quality graduates and scholarship.
Xyrylle Rosario, Student	
Kristiana Balaouras, Community member	
Hena Ahmad, Community member	
Erin Robb, Faculty	A strong institution needs a strong foundation. For Langara, that foundation is not policy, not theoretical pillars, not fancy signs, but faculty – faculty who are dedicated to student success. Trying to dismantle part of the Collective Agreement to deny faculty their hard-earned rights is splintering Langara and destroying its reputation. Let's focus on improving student services instead of disrespecting faculty.
Eugen Kuenkele, Student	
Huma Ansari, Community member	Please respect fair labour and the Langara Faculty Association collective agreement. Protect the reputation of Langara, and quality education for its students
Marcos Finkelstein, Student	Accounting student here: whoever made the budget and financial planning for Langara College with the majority of revenue coming from international students, should be fired and be left without severance. That person or group of people, have screwed the lives of countless

Name	Comment
Lianrejo Sepnio, Student	students, professors, and supporting staff. By having a sensible budget and sensible financial plan based on actual* and estimated* national* students, any and all revenue from international students can be used to support other efforts. If the numbers don't add up, that means you must cut the stupidest and least cost effective diplomas and bachelor degrees. Get rid of a bunch of degrees that do not allow the student to be self sufficient and find good jobs or build their own business. Canada is going down the drain because of the horrible middle management culture and full on authoritarian policies by all types of administrative staff.
Tyler Friskie, Community member	One of my favourite teachers was laid off. I was a local student, and the only reason I picked langara was because of all the language classes available. If i was picking today based on whats available, I would have went to a different college.
Isaac Keoughan, Student	
Katie Hui, Student	
Upneet Dhah, Student	Many of the best professors are getting laid off.
Leo Wen, Student	
Kalina Kolarova, Student	Greed has no place in education. Teachers deserve better. Shame on you for lining your pockets with money while destroying people's livelihoods and shame on the Langara board of directors for only caring about the bottom line. A 92% vote of no confidence is your legacy. I would not recommend Langara college as an institution to anyone. It is the teachers who care about their students who are the foundation of the college and the ones who are at stake to lose the most.
Liam Abreo, Student	
Jodi B, Student	
Shiwani Budha Shrestha, Student	My major is Accounting but after the mass layoff, most of the remaining Accounting professors haven't been very organized and been good professors. Just listening to fellow peers I get hesitant to take classes with some professors and have been avoiding some main courses until now. It is my third year and I have hardly finished most Accounting classes because of that. When I started my Langara journey I was impressed with the Faculty of Management but all now left is disappointed and fear of getting a wrong professor.
Stefanie Thomas, Faculty	
Shannon Page, Faculty	
Maya S, Student	
Mayra Tovar, Faculty	

Name	Comment
Ausha Kang, Student	I have been a student at Langara College since September 2022, and from when I began my education at the college to now, there have been drastic changes, which I believe are not only detrimental to the students but also to the staff and the entirety of the Langara community. With massive layoffs, especially regarding the business department (LSM), students have been unable to take the required classes at the required time and have been forced to delay their graduation (which then delays future earnings/income) or transfer due to the limited class offerings. This has been extremely frustrating for many students such as myself, and not only has there been an abundance of students competing to try to get their classes, but many of the professors who were valued in the community and taught well have been laid off (presumably due to budgeting issues, diluting the education quality for students). I find it unjust that professors who were previously hired and then laid off must then apply and re-interview. The processes in place at the moment do not seem to be reflective of Langara's core values of excellence, collegiality, innovation, and integrity. I hope that actions will be taken in the very near future to restore the values of the college that once rang true. Thank you.
Emma R, Student	
Jennifer Duffy, Faculty	The auditor general review of Langara stewardship of assets and public funds should prove interesting. Workday has been an unaffordable indulgence and has made the degradation of Langara quality worse than it could have been had mitigation or diversification strategies been taken. I await the results.
Philip Grant, Faculty	
Mike Ma, Community member	Respect for a collective agreement is good for everyone and makes for a better learning environment for students.
Alwyn O'Brien, Faculty	
Henry Chow, Faculty	Please return Langara to what it used to be: a place to nurture students, faculties, and communities.
Bernie Maroney, Faculty	I want to see an audit of how the College burned through \$160M in four years.
Tiffany Johnstone, Faculty	
Bhavneet Sidhu, Faculty	
Liliane Ekambi, Student	
Aziz Rajwani, Faculty	
Jen Oehler, Staff	
Meaghan Rafferty, Staff	
Aimee Yamazaki, Staff	
Edmund Lee, Faculty	

Name	Comment
Catherine Glass, Faculty	
Csilla Tamas, Faculty	
Melisa Lavallee, Faculty	
Mark Benos, Community member	Be honest and transparent with your affected members and don't find excuses to give them work they are entitled to. These individuals were dedicated to the college for so many years and you are interpreting the contract as it suits the college and depriving rights to these dedicated instructors. As a former alumni and now a taxpayer this type of behaviour is unacceptable and demoralizing.
Alex Vickers, Faculty	
Kevin McMillan, Faculty	
Gaya Murthy, Faculty	It is heart breaking to see colleagues lose jobs and their livelihood at Langara, only to know that they cannot be hired based on how the reappointment rights are misunderstood. Faculty need to be respected for an institution to survive and thrive. It is unfortunate to see that there is no heart in any of the decision making but the least one can do to adhere to the collective agreement.
Anthony and Marjorie Glass, Community member	We are appalled by the lack of concern for the plight of laid off Langara staff and the failure to honour the collective agreement.
Carmen Miranda-Barrios, Faculty	
Jordan Miller, Faculty	
Erfan Rezaie, Faculty	
Josue Menjivar, Faculty	The decision to not allow laid off workers to apply for new positions is so cruel. I thought Langara always looked out for their faculty. This is not right.
Joanna Clarke, Faculty	
Sean Gray, Faculty	
Eugene Belchev, Faculty	The way Langara's administration chooses to interpret the reappointment rights makes no sense.
Neil Amsler, Staff	
Chantal Faucher, Faculty	
Jill Goldberg, Faculty	
Koopaa Hakimi, Faculty	
Fiona Hunt, Faculty	
Jenny Francis, Faculty	If we cannot convince you to the right thing on moral grounds or through appeals to fairness, perhaps consider your own self interest. You get what you give, Paula.

Name	Comment
Jeremy Chiu, Faculty	I'd rather see our classes taught by colleagues who have already been vetted and have passed Langara's rigorous screening and evaluation processes. New short-term hire brings real costs to the College: recruitment, onboarding, training, and the formal reviews needed to confirm their teaching meets our standards. I believe that rehiring experienced instructors is the better investment for our students and for the College.
Deland Jessop, Faculty	
Sabrina Chahal, Faculty	
Stacey Collins, Faculty	
Shervin Shahriari, Faculty	
Gregory De Rocher, Community member	Langara is a beloved institution in our community and a place of quality higher education I hope my daughter would consider in the future. Respect for expertise and experience is the basis of success for such an institution and it's disheartening to see it being dismantled.
Erin Lea, Faculty	I remain confused by this administrative decision, and remain unclear as to why the easiest pathway (rehiring qualified, dedicated instructors) is not being followed. Please hear the faculty on this issue - and bring our amazing colleagues back when you can.
David Borys, Faculty	
Nadia Vidas, Faculty	
Philip Wong, Faculty	
Christian Ashe, Student	One of the most important things I think students need to recognize about the current situation at Langara is that when instructors are treated poorly, students are inevitably treated poorly too. The conditions faculty are being forced to work under do not exist in isolation from the student experience. When instructors lose resources, stability, support, time, and reasonable working conditions, the quality and accessibility of the education students receive is affected. When departments are stretched thin, when classes become difficult to access, when supports are reduced, and when instructors are expected to carry increasing institutional responsibilities with fewer resources, students are the ones sitting in those classrooms and absorbing the consequences. What makes this particularly frustrating is how visible the contradiction has become. Langara can publicly emphasize inclusion, student success, reconciliation, accessibility, and community while the people actually responsible for delivering students' education are increasingly being placed in untenable conditions. The institution can produce polished statements about its values, but students experience those values – or their absence – through the instructors standing in front of them. I have also become increasingly aware of how institutional priorities

Name	Comment
	can become disconnected from what students actually need from their education. I value learning about different cultures, perspectives, and histories, and I have no problem with Indigenous scholarship or contemporary Indigenous writers and artists being taken seriously. But there is a difference between meaningfully incorporating those perspectives into education and making the transformation of a student's personal perspective itself an institutional objective, particularly within a course whose stated purpose is academic writing. Students should be taught to critically analyze perspectives, evaluate evidence, conduct research, and construct arguments – not simply demonstrate that they have adopted the perspective the institution considers desirable. That same distinction applies to institutional messaging more broadly. Acknowledgement is not action. A land acknowledgement can be meaningful when it is sincere and appropriate to the setting. But if an institution can repeatedly demonstrate its commitment to values symbolically while simultaneously allowing the faculty and students who make the institution function to struggle with inadequate resources and conditions, eventually the symbolism begins to look like a substitute for the substantive work. The problems at Langara are not invisible. Students see them. Faculty experience them. Staff experience them. Yet there seems to be an enormous effort to maintain the appearance that everything is functioning as intended. It isn't. If Langara genuinely wants to demonstrate that it values students, it needs to start by valuing the people responsible for educating them. You cannot undermine the conditions in which instructors teach and then be surprised when the conditions in which students learn deteriorate. And ultimately, words have to correspond to actions. Otherwise, students are left watching an institution tell us how much it cares while experiencing the consequences of how little that care appears to translate into practice. Actions and words need to align.
Allison Sullivan, Faculty	
Ken Naumann, Faculty	The college is a community of people, and a means to a living for hundreds of people who dedicate their careers to this place. It is sad to see administrative decisions that seem only to benefit the potential career trajectory of senior leadership who are seeing their future somewhere else.
Amy Flanigan, Faculty	
Skylet Yu, Faculty	
Sean McAlister, Faculty	
Dolores (Lolita) Gambroudes, Faculty	RESPECT students, RESPECT course and program options for them, RESPECT the reputation Langara has built over all these years because of dedicated, qualified instructors. RESPECT our instructors' work and the rights they have to it.

Name	Comment
Catharine O'Brien-Bell, Faculty	I have had an amazing career at Langara. When I started I was on a Term contract, then I became Reg in Temp until a senior department colleague retired and I moved into an ongoing Regularized position. During this time I have felt highly valued by having both job security and access to PD time and funds to support my role in an ever changing work environment. Equally important, my students have known the stability and consistency that a team of regularized faculty provides. I am worried about what the current college proposal regarding short-term work will do to the culture of the institution, both for faculty and students. In contrast to the Langara College position on return to work, my cousin who taught for many years at VIU and took an early retirement incentive package last year, was recently invited back and is teaching a lab course this semester. A situation benefiting both her department and her students. I would respectfully request that the college revisit its position and in fact look towards strengthening policies that allow current and future faculty and students to enjoy the benefits of same amazing working and learning environment that I have been a part of for so many years.
Ron Shay, Faculty	
Ophelia Ma, Faculty	
Randal Defant, Faculty	
Emel Tastekin, Faculty	Our trust is broken.
Noushine Afshar, Faculty	
Mizuki Giffin, Faculty	
Shirley Wacowich-Sgarbi, Faculty	
Robert Alstead, Community member	Respect the collective agreement!
David Brooks, Faculty	
Jacqueline Weal, Faculty	Honour the Collective Agreement; this is not complicated.
Kevin Rey, Faculty	
Jane McCarthy, Community member	I agree with the points made in the letter.
Brad Gibson, Faculty	
Jon Chater, Faculty	
Jordan Rudek, Faculty	
Bradley Hughes, Faculty	After eliminating more than 200 faculty jobs at Langara, this further attack on faculty shows how little the president and the VPs care about the education workers on campus and the quality of education.

Name	Comment
Jonathan Newell, Faculty	
Caroline Harvey, Faculty	We work hard as instructors, harder than governing bodies can ever imagine; we deserve basic, respectful hiring practices.
Stephanie van Willigenburg, Community member	
Troy Chenier, Faculty	
Polina Sokolova, Student	
Sarah Richards, Faculty	This doesn't even make sense from a business perspective. Sowing discord with faculty will negatively affect the quality of education and students will leave. How does that save money? Students are already complaining about the lack of diverse course offerings owing to deeper-than-necessary lay offs. Our reputation is at risk of being further damaged by an administration that doesn't respect student needs or treat employees fairly. Major staffing decisions are being made without care; imagine how long this letter would be if contingent faculty spoke up without fear of retaliation?
Lauren Mitchell, Faculty	
Livia Chan, Faculty	
Neil MacAlister, Faculty	
Leslie Dos Remedios, Community member	This type of action is short sighted and does not prioritize the longitudinal care and education of the students. It's so incredibly disappointing to feel like our future students will not get the same care and quality of education that I received when I was attending Langara. Please do better by your staff, your faculty and your students and show a modicum of loyalty to the community that has made Langara what it is.
Karyn Kraemer, Faculty	Bypassing laid-off faculty and offering available work on short-term contracts to faculty with less seniority doesn't align with the culture Langara purports to have created - one based in fairness, inclusion, transparency and taking care of those in our community.
Ryan Tomkinson, Community member	
Caleb Hunter, Student	
Shiho Minami, Faculty	
Thor Polukoshko, Faculty	
Aidan McQuay, Community member	
Kathleen Oliver, Faculty	This interpretation of the collective agreement on the part of the College is deeply damaging to the college community. I urge you to listen to and respect faculty. Without us, there is no Langara.
Jesica Ortega Nava, Faculty	