GRADUATE STUDENTS' ASSOCIATION
UNIVERSITY OF CALGARY

ANNUAL REPORT

Prepared by
Simran Jaswal

Contact
Gsaco@ucalgary.ca

APRIL 2025 - MARCH 2026



TABLE OF CONTENTS

01 GSA Overview

02 Strategic Plan

03 Letter from the President

07 2025–2026 Elected Executives

08 Advocacy Overview

13 Collective Agreement

15 Governance & Bylaws

16 Labour Union

17 Student Engagement

18 Volunteering & Leadership

19 Last Defence Lounge

20 Health & Dental

23 Financial Support

25 Executive Director Message

01

GRADUATE STUDENTS' ASSOCIATION (GSA) OVERVIEW

OUR ROLE AT THE UNIVERSITY OF CALGARY

The Graduate Students' Association (GSA) at the University of Calgary is the official representative body for graduate students and plays a vital role in enhancing their academic, professional, and social experience. **In 2025–2026, the GSA served over 7,200+ graduate students** across all faculties, ensuring their voices were heard and their needs addressed at every level of the university.

The Association provides services that support success and well-being. Health and dental coverage offers essential care, while awards, bursaries, and grants ease financial pressures and create opportunities for research and growth. Professional development workshops, volunteer opportunities, and year-round events that encourage engagement, skill-building, and connection. Graduate students also take leadership roles through GSA committees, helping design and deliver these initiatives.

The GSA operates the Last Defence Lounge (LDL), a restaurant and social space in MacEwan Student Centre. The LDL provides a welcoming environment where students can connect with peers, enjoy affordable meals, and take a break from academic commitments.

Advocacy is central to the GSA's mission. Through engagement with university leadership, government, and national organizations, the Association advances improvements in funding, services, and policies, acting as the bargaining agent on labour matters. By listening to members and responding to evolving needs, the GSA ensures every graduate student at the University of Calgary can thrive.

GRADUATE STUDENTS' ASSOCIATION
UNIVERSITY OF CALGARY

02

GSA STRATEGIC PLAN



STRATEGIC PLAN 2026 – 2030

- **Enhance Communications:** Improve GSA communication through updated newsletters, stronger social media, hybrid events, website updates, and regular town halls to boost engagement and transparency.
- **Increase Financial Support:** Boost financial support through grants, fair fee advocacy, transparent funding, and career-focused opportunities for graduate students across all programs.
- **Strengthen Health and Wellness**: Strengthen health and wellness by improving insurance, expanding mental health support, enhancing communication, and promoting healthier, accessible services for graduate students.
- **Stronger, Tailored Advocacy:** Enhance advocacy with transparent communication, accessible leadership, regular town halls, and targeted support for international and graduate student needs.

Vision

A community of highly engaged and thriving UCalgary graduate students.

Mission

To ensure needed services, communities, advocacy, and growth opportunities are available and accessible for all UCalgary graduate students.

A YEAR IN REFLECTION

Irtaza Sohail

GSA PRESIDENT 2025 - 2026

Dear graduate students,

It has been the honour of a lifetime to serve you as president of the GSA. I am pleased to share some of the key achievements from the past year, and I hope that the work we have undertaken together will continue to benefit graduate students for years to come.

1. **Bylaws**: When we took office, the GSA was undergoing significant organizational changes and a transition to a new governance structure. The governance committee, elected council, and staff worked tirelessly to finalize and implement new bylaws to position the GSA for continued organizational success.
2. **Clearer program cost**: A GSA survey found that many graduate students underestimated the cost of their programs at the time of admission, which contributed to financial challenges during their studies. In response, the GSA advocated for greater transparency in admission communications and participated in a focus group with FGS. This work contributed to modifications to the tuition information included with admission letters, which some of you may have already received.
3. **Tuition and fees**: The GSA participated in tuition and fee discussions and facilitated town halls where graduate students could share feedback directly with university leadership. As a result, the increase in international student tuition was restricted to the lower end of the proposed range.
4. **Advocacy**: The GSA advocated for graduate students at all levels of government. Federally, we called for increased research funding and shorter permit processing times for international students.

President's Letter continued on next page

4. Study permit extension times, for example, decreased from more than six months to approximately two months. Provincially, we advocated for lower student loan interest rates, while municipally, we advocated for affordable and family-friendly housing.
5. **Minimum funding**: The GSA provided the student perspective in discussions with FGS on increases to minimum funding levels. While we advocated for higher minimums, the new levels are among the highest compensation levels for graduate students across Canada.
6. **Strategic plan**: With input from graduate students and other stakeholders, we developed and implemented a new strategic plan to guide the GSA's work and ensure it continues to serve graduate students effectively.
7. **Organizational success**: To strengthen organizational continuity amid annual Council turnover, we developed a system to track stakeholder relationships and institutional knowledge, helping future Councils build on the work of their predecessors.

Toward the end of my term, I had to say an early goodbye to the GSA to attend to personal matters. I am deeply grateful to Sarah Kromm, who graciously stepped into the role and facilitated a smooth transition. I am proud of what we accomplished together and confident that we left the GSA in a stronger position.

Thank you to all graduate students for your engagement and support. Your participation makes student governance meaningful, and I am optimistic that together we will continue to achieve great things.

I wish you all a successful and fulfilling academic year.

Sincerely,
Irtaza Sohail

Sarah Kromm

GSA INTERIM-PRESIDENT & VP EXTERNAL 2025 - 2026

Greetings,

My name is Sarah Kromm and following Irtaza Sohail's departure at the end of January, I had the exceptional privilege of stepping into the role of Interim President while continuing to serve as Vice-President External for the remainder of our term.

I would like to extend my sincere thanks and appreciation to Irtaza for the dedication he showed towards making improvements for our fellow Graduate students. I would like to also offer my sincere thanks to the entire 2025-26 Executive Board for working tirelessly to enhance the quality of life for UCalgary's Graduate Students.

During the final three months of the 2025-26 year, our focus was on providing stability and continuity while continuing to advance the priorities graduate students had shared with us. We continued advocacy on housing, affordability, graduate funding, food security and immigration, while working closely with University leadership and all three levels of government. In March, we attended the Canadian Alliance of Student Association's (CASA) Annual General Meeting, where we worked alongside student leaders from post-secondaries all across Canada to help develop federal advocacy priorities for the 2026–27 year.

Much of this period was also dedicated to preparing the GSA for the year ahead. We negotiated with senior university leadership regarding the future of the Quality Money grant, worked through significant financial pressures facing the organization, and spent considerable time developing the GSA's 2026–27 budget. These were not always easy conversations or decisions, but we approached them thoughtfully and with what we genuinely believed to be in the best interests of all graduate students.

Interim-President's Letter continued on next page

As our term came to a close, we worked with the incoming executives to transition relationships, advocacy priorities, and institutional knowledge so that important initiatives could continue beyond April 30. I was very inspired by the incoming council. They each had exceptional personal and professional qualities for success.

Serving graduate students as Vice-President External, and ultimately as Interim President, was an extraordinary privilege. I am deeply grateful to our staff, my fellow Executive Council members, and UCalgary graduate students for engaging meaningfully with us and sharing their experiences and perspectives. Your contributions helped shape and strengthen our work throughout the year.

Thank you, sincerely, for the opportunity to serve. It is an experience I will appreciate throughout my life.

Very best wishes,
Sarah Kromm, MBA



2025 -2026 ELECTED COUNCIL



Irtaza Sohail
President



Sarah Kromm
Interim-President & VP External



Jacob Amengor
Vice President Academic



Dooshinee Indurjeet
Vice President Student Life



Michelle Hua
Vice President Finance & Services

ADVOCACY OVERVIEW

The GSA advanced graduate student priorities at the federal, provincial, municipal, and university levels, advocating for stronger funding, affordability, housing, immigration pathways, research opportunities, and support for graduate students. Through sustained engagement with government officials, university leadership, industry partners, and student organizations, the GSA brought graduate student perspectives to key policy discussions and strengthened the visibility of graduate students as essential contributors to Canada's research, innovation, and economic future.

Through persistent, student-led advocacy, the GSA achieved meaningful progress, including the exemption of international graduate students from IRCC's PAL caps, the creation of a new Express Entry category for researchers, changes to how graduate program costs are communicated, and the implementation of GSA recommendations in university and government policy. From advancing graduate funding and housing solutions to influencing research, immigration, and affordability policy, the GSA continued to deliver measurable outcomes for graduate students and strengthen their voice at every level of government and across the University of Calgary community.



HIGHLIGHTS

FEDERAL

PAL Cap Exemption International graduate students were exempted from IRCC's PAL caps following sustained advocacy.

PROVINCIAL

Participated in the Mintz Panel Consultation as one of two independent student associations invited. Met with Minister Myles McDougall multiple times to advocate for graduate scholarships, course-based student support, and stronger industry connections for graduate students.

MUNICIPAL

4 Housing Solutions: The GSA proposed four solutions to graduate student housing unaffordability to Calgary's Mayor and City Council.

INSTITUTIONAL

Clear Savings → Change GSA research and student consultation led to changes in how graduate program costs are communicated

FEDERAL ADVOCACY

- Contributed to CASA's Investing in Innovators, a national white paper highlighting graduate students' role in Canadian innovation and calling for increased funding, feedback, and immigration support. AC Cameron, Hunter Yaworski, and Andrew Kemle contributed to the paper.
- Submitted The Graduate Student Linkage to the House of Commons Standing Committee on Science and Research (SRSR) for its study on private-sector R&D investment.
- Co-submitted a federal budget submission with the UCalgary Students' Union, informed by consultations with Mitacs, the Tri-Council granting agencies, the Calgary Chamber of Commerce, and the Council of Canadian Innovators.
- Represented graduate students during CASA's annual Advocacy Week, engaging elected officials, civil servants, and federal stakeholders on student issues.
- Issued a letter to all federal party leaders outlining graduate students' importance to Canada's prosperity and security, with 2025 election platform recommendations on funding, industry connections, economic sovereignty, and removing graduate students from IRCC's Provincial Attestation Letter (PAL) caps.
- Hosted Prime Minister Mark Carney in the Last Defence Lounge.
- Testified before the National Advisory Group on Student Financial Assistance (NAGSFA) on graduate student funding and affordability.
- Met with Parliamentary Secretary Corey Hogan to address immigration bottlenecks, including study and post-graduate work permit delays, documentation errors, and the inclusion of graduate students in IRCC's PAL caps.
- Consulted with RBC's Thought Leadership team on graduate students' post-graduation employment opportunities and skills development.

PROVINCIAL ADVOCACY

- Multiple formal meetings with Advanced Education Minister McDougall to discuss our scholarship proposal, the Mintz Panel recommendations, more support for course-based students, and industry connections for graduate students
- Submitted A Meritorious Alberta Advantage, our scholarship model proposal and white paper, to various government ministries and the Mintz Panel. RBC's Thought Leadership team, the Calgary and Edmonton Chambers of Commerce, the Council of Canadian Innovators, and Mitacs were all heavily consulted during the drafting of this paper.
- Participated in the Mintz Panel consultations as one of only two independent student associations invited.
- Submitted joint budget recommendations with the SU and the Students' Association of Mount Royal University.
- Hosted Minister Myles McDougall at Peer Beyond, where he participated in a panel presentation on A.I. in higher education alongside Provost Dr. Sandra Davidson and Alex Poppendorff (GSA VP Academic 2024 -2025).
- Opened conversations with Tech & Innovation Alberta and Alberta Innovates, alongside the Engagement and Scholarship teams within Advanced Education, around graduate student funding and contributions to Alberta's innovation ecosystem.
- Signed and contributed to the drafting of the You Can't Keep Cutting Classes open letter, along with 24 other student associations.
- Released UCGSA.04, a policy statement reaffirming the importance of the social sciences and humanities in post-secondary education and debunking common criticisms of EDIA policies in higher education.
- Attended nearly 20 different Stampede lobbying events, including meeting Premier Smith at Minister McDougall's Stampede BBQ

MUNICIPAL ADVOCACY

- Met with Mayor Jeremy Farkas immediately following the municipal election to discuss key municipal priorities, including housing affordability, and advocate for solutions to the housing challenges facing graduate students.
- Met with Councillor Harrison Clark to discuss housing.
- Submitted a Municipal Priorities document, as part of the Calgary Student Alliance (CSA), outlining recommendations on family housing and transportation.
- Worked with SU to run a Get out the Vote campaign for the municipal election.
- Worked with SU to organize a Ward 7 candidate forum for the municipal election.



INSTITUTIONAL ADVOCACY

- Worked alongside SU to develop an MNIF reporting structure.
- Consulted with university on tuition and fees as part of the TFCC process.
- Advocated to university to increase supports for course-based students.
- Released Clear Savings, an original research report on the lack of clarity around the true cost of graduate programs at the University of Calgary.
- Ran a focus group, alongside FGS, to solicit feedback and solutions on the issues raised by Clear Savings.
- Successfully negotiated, alongside FGS, with the Deans of each faculty to implement a new minimum funding agreement for graduate students.
- Created a bursary for students affected by the closure of Varsity Courts; continued to advocate to the university about the importance of family housing on campus.
- Began negotiations with the university on reforms to the Quality Money program.
- Participated in the university's policy review process.
- Advocated to the university, alongside GSA2, on changes to the Fairness in Sport policy to protect the rights of trans students.
- Started conversation with the School of Public Policy to advertise the policy work done by graduate students to government stakeholders.

COLLECTIVE AGREEMENT

The GSA advocated for graduate student employment rights and **secured improvements to compensation, classification, and working conditions.**

- Resolved an outstanding concern brought forward by membership regarding compensation, appointment classification, eligibility, and Collective Agreement compliance.
- Engaged with University Human Resources, relevant academic units, and senior administration to address membership concerns and work toward resolutions.
- Successfully reached a full and final settlement with the university, resolving the outstanding matter through a mutually agreed-upon framework.
- Successfully signed off on Letter of Understanding #6, formalizing new employment provisions for graduate students.



GOVERNING DOCUMENTS & BYLAWS



GSA Elected Council of 2026-2027

In January 2026, after rigorous work and following feedback from the student population, the GSA Elected Council passed new bylaws, which were successfully submitted to the Alberta Labour Relations Board.

The goal of these bylaws is to ensure organizational oversight of the GSA while ensuring that we remain in compliance with the Post-secondary Learning Act and Labour Relations Code, which are the two pieces of legislation that oversee the Association's affairs.

The bylaws also outline the minimum number of membership meetings required and internal appeal processes. One of the most notable changes was the restructuring of the GSA's Elected Council. To ensure that the priorities and needs of graduate students were being met, the GSA restructured its Elected Council, replacing the previous structure with the following positions:

President: Responsible for the overall direction and oversight of the GSA. The President chairs the GSA's Elected Council and is the primary person responsible for communication and engagement between the GSA and internal and external stakeholders.

Vice President: Supports the President and serves in various capacities in their absence. A key responsibility is supporting the Association's advocacy activities.

Executive Labour Officer: Responsible for all labour relations matters affecting graduate students. This includes working closely with GSA staff to navigate complex issues involving grievances and a wide range of conflicts.

Executive Academic Officer: Responsible for all academic matters affecting graduate students. This includes serving on various university committees, attending appeals committee meetings, and meeting with deans and students to support the resolution of academic disputes.

Officers at Large (three elected positions): Provide a collective voice for all graduate students by engaging with the membership at a grassroots level. Officers at Large bring graduate student perspectives and concerns to the Elected Council and the University, helping ensure that student priorities are reflected in the GSA's activities and decision-making.

LABOUR UNION

The GSA acts as the bargaining agent for academically employed graduate students, representing and advocating for their interests by promoting fair working conditions, protecting employment rights, and ensuring compliance with the Collective Agreement.

KEY ACTIVITIES

- Monitored and advocated for compliance with the Collective Agreement regarding graduate student employment across academic units.
- Worked with HR, academic units, and university administration to address graduate student employment and working-condition concerns.
- Advocated for fair compensation, appropriate appointment classification, and transparent employment practices.
- Provided individual support and advocacy to academically employed graduate students on employment, labour, and Collective Agreement matters, including assistance navigating workplace concerns and appropriate resolution processes.



Key Achievements

- Supported **51 graduate student cases** between September 2025 and April 2026, including **27 academic cases and 24 labour cases**.
- **Established a new Hourly Graduate Student Invigilator** appointment type, with defined compensation and bargaining-unit status, effective September 1, 2026.
- Strengthened advocacy for the consistent application of Collective Agreement provisions across academic units.

STUDENT ENGAGEMENT

Throughout 2025–26, the GSA created opportunities for graduate students to connect, participate, and build community through events, student groups, research, and funding initiatives.

40+
Events hosted by the GSA and its committees, including online events

1,489
Discounted Tickets Sold

$5,475.85
Raised through the GSA² Annual Newbie Night: A Charity Drag Show

68
Approved Quality Money (QM) projects

120
Presenters at Peer Beyond Graduate Research Conference

$234,720.98
Allocated to 68 Quality Money Projects

55
Registered Graduate Student Groups & Departmental Graduate Associations

The Annual Graduate Student Survey captured student experiences, priorities, and needs to help inform GSA advocacy and initiatives.

Scan the QR code to explore the 2025–26 survey results

VOLUNTEERING & LEADERSHIP

EMPOWERING STUDENT LEADERSHIP

Create opportunities for graduate students to lead, represent their peers, and engage through committees, university representation, and volunteer initiatives.



VOLUNTEER & ENGAGEMENT

60 Committee & Subcommittee Members
Engaged across 15 GSA committees and subcommittees

30 Event Volunteers
Supported various GSA events throughout the year

30 Volunteers Recruited
Joined the Volunteer Recruitment Program to support and engage in GSA initiatives and activities

LEADERSHIP & REPRESENTATION

30 Graduate Representatives
Serving on UCalgary boards, councils, and committees, representing graduate student interests in university decision-making

30 Senior Leadership Team Members
Serving as Committee Chairs and Vice-Chairs, supporting GSA governance, engagement, and advocacy efforts

LAST DEFENCE LOUNGE



More Than a Restaurant

The Last Defence Lounge (LDL) is a GSA-operated restaurant and gathering space located in MacEwan Student Centre. Serving graduate students and the broader UCalgary community, the LDL provides a welcoming place to connect over food, events, and shared experiences. Beyond daily restaurant service, the LDL offers catering and space for group and community events. With menu options that accommodate a range of dietary needs, the LDL continues to be an important part of campus life and a space for connection and community.

$773,253

2025-26 Revenue
An increase of 4% over 2024-25

$25,697

2025–26 Net Income
Third Consecutive Year of Profitability

HEALTH & DENTAL

Total Users

3,669

3,162 Health Plan Users
2,396 Dental Plan Users

Total Claims

40,767

27,902 Health Claims
12,865 Dental Claims



HEALTH CLAIMS

$1,984,939

DENTAL CLAIMS

$1,504,904

TOTAL CLAIMS PAID

$3,489,842

(Health & Dental)

Data provided by plan provider to reflect the plan year of September 2025 to August 2026.

Looking Forward

The GSA Council (2025-2026 and 2026-2027) has taken proactive steps to ensure the long term sustainability of the Health and Dental Plan by transitioning away from a self-insured model to an insurer model. Ongoing evaluation and negotiation are being undertaken to ensure the plan reflects evolving students needs while remaining affordable and fiscally responsible.

FINANCIAL SUPPORT

GSA Bursaries

	2024 - 25	2025 - 26	Change
# Approved GSA Bursaries	198	147	↓ 26%
# GSA Bursary Applications	1024	721	↓ 30%
$ GSA Bursaries	$258,200.00	$125,264.04	↓ 51%

Professional Development Grant (PDG)

	2024 - 25	2025 - 26	Change
# Approved PDG	71	92	↑ 30%
# PDG Applications	137	240	↑ 75%
$ of PDG	$47,805.00	$60,435.36	↑ 26%

FINANCIAL SUPPORT

Citizenship Awards

	2024 - 25	2025 - 26
# Citizenship Award	20	20
$ Citizenship Award	$40,000.00	$40,000.00

Quality Money (QM)

	2024 - 25	2025 - 26
# QM Projects Supported	68	68
$ QM Projects	$253,749.10	$234,720.98

2025–2026 FOCUS

- Providing financial support through bursaries, grants, awards, and Quality Money.
- Supporting the administration and review of graduate student funding applications.
- Investing in graduate student professional development and student-led initiatives.

GRADUATE STUDENTS' ASSOCIATION OF THE UNIVERSITY OF CALGARY

Statement of Financial Position

March 31, 2026, with comparative information for 2025

	2026	2025
Assets		
Current assets:		
Cash and cash equivalents	$ 4,353,922	$ 4,223,083
Inventory (note 6)	20,316	19,247
Prepaid expenses	19,829	19,426
Accounts receivable	21,500	17,832
	4,415,567	4,279,588
Investments (note 3)	2,874,939	2,755,945
Property and equipment (note 4)	362,949	405,689
Deposits	–	310,000
	$ 7,653,455	$ 7,751,222
Liabilities and Net Assets		
Current liabilities:		
Accounts payable and accrued liabilities (note 5)	$ 766,939	$ 319,068
Deferred revenue (health and dental premiums)	1,403,093	1,474,227
	2,170,032	1,793,295
Net assets:		
Unrestricted	3,788,153	3,748,039
Internally restricted (note 2)	1,695,270	2,209,888
	5,483,423	5,957,927
Economic dependence (note 7)		
Commitments and contingencies (note 9)		
	$ 7,653,455	$ 7,751,222

See accompanying notes to financial statements.

Approved on behalf of the Members:

President

Treasurer

GRADUATE STUDENTS' ASSOCIATION OF THE UNIVERSITY OF CALGARY

Statement of Operations

Year ended March 31, 2026, with comparative information for 2025

	2026	2025
Revenues:		
Graduate Students' Centre Lounge (Schedule 1)	$ 775,061	$ 744,436
Graduate Students' Association (Schedule 2)	5,766,390	5,594,491
	6,541,451	6,338,927
Cost of sales (Schedule 1)	231,554	221,707
General and administrative expenses:		
Graduate Students' Centre Lounge (Schedule 1)	517,810	477,869
Graduate Students' Association (Schedule 2)	6,213,800	5,587,140
	6,731,610	6,065,009
(Deficiency) excess of revenues over expenses before other items	(421,713)	52,211
Change in unrealized gain / (loss) on investments	(56,388)	174,964
Realized gain / (loss) on disposal of investments	3,597	(34,291)
(Deficiency) excess of revenues over expenses	$ (474,504)	$ 192,884

See accompanying notes to financial statements.

AUDITOR'S REPORT

Scan QR code to access full GSA March 31, 2026, audited financial statements:

MESSAGE FROM THE EXECUTIVE DIRECTOR

Fifty-five years ago, Lieutenant Governor Grant MacEwan incorporated the Graduate Students' Association of the University of Calgary under the University Act. Since that time, the Association, its membership, and its reach have evolved significantly, and 2025/26 saw the Association write a new chapter in that evolution.

With over 7,000 students, the Graduate Students' Association has worked to ensure that this evolution puts its membership at the centre of what we do. This commitment was reflected in the passage of new bylaws last January and the adoption of a new strategic plan in March.

This fiscal year began with a literal new beginning as the Association rolled out a new collective agreement. This agreement has provided greater predictability for graduate students and positioned the Association to better support Academically Employed Graduate Students (AEGS). A significant amount of work has also been done internally to educate University leadership about these changes, ensuring recognition that not only AEGS salaries matter, but their working conditions as well. The Association also began examining how student fees and funds, such as the Quality Money grant, can best be leveraged to benefit members. Over the last year, preliminary work has begun to ensure that events serve a clear purpose, with core events reflecting the interests and needs of graduate students and providing meaningful value to members.

As the status of Quality Money continues to be uncertain, students may notice changes to the types of events and offers available to the membership. One example is the sunsetting of discounted tickets and a shift toward direct purchasing opportunities through partners such as the Calgary Flames.

Executive Director message continued on next page

The goal is to maintain strong opportunities for community engagement while ensuring that Association resources are used effectively and sustainably.

One pivotal success over the last year was our advocacy. We engaged all three levels of government to improve immigration standards, fight for better financial opportunities, and ensure graduate student perspectives were heard on issues affecting our members. Some of this work took place during the recent federal and municipal elections, when the GSA co-hosted a candidate forum with the Students' Union and even hosted Prime Minister Mark Carney at the Last Defence Lounge. It was also a very busy year for provincial advocacy. The GSA hosted multiple visits with Minister of Advanced Education Myles McDougall. We also contributed to and appeared before the Expert Panel on Post-Secondary Institution Funding and Alberta's Competitiveness, chaired by Jack Mintz. Many of the panel's findings were favourable to graduate students, and the Association was pleased to see many of its comments and recommendations reflected in the final report.

With the rollout of the new bylaws in January, this was also the final year under our current Council structure. Drawing from a structure similar to one the Association had in the 1980s, the new Council will focus on ensuring that grassroots members from all faculties and campuses are engaged, that core services and pillars are supported through stronger committee accountability, and that the Association maintains legislative compliance under the Labour Relations Code and the Post-secondary Learning Act.

Getting there wasn't easy. Many of us were taking phone calls and attending meetings over the winter break to ensure we arrived at a finished product. In the end, the new bylaws and the procedures to follow will help ensure that we can operate as efficiently as possible while providing members with fair, open, and transparent accountability.

Executive Director message continued on next page

As we look forward to the new year, another change members will have noticed is the shift to a new Health and Dental Plan administrator. While I know that changing administrators twice in two years is not ideal, this was the best way for us to maintain the highest possible quality of service at the lowest possible cost to members.

The evolution of the Association did not finish this year. As we embark on the next fiscal year and roll out our new Council structure, the Association will continue this evolution in tandem with our new strategic plan, ensuring that we follow through on its four core priorities:

Enhance Communications
Increase Financial Supports
Strengthen Health and Wellness
Strong Tailored Advocacy

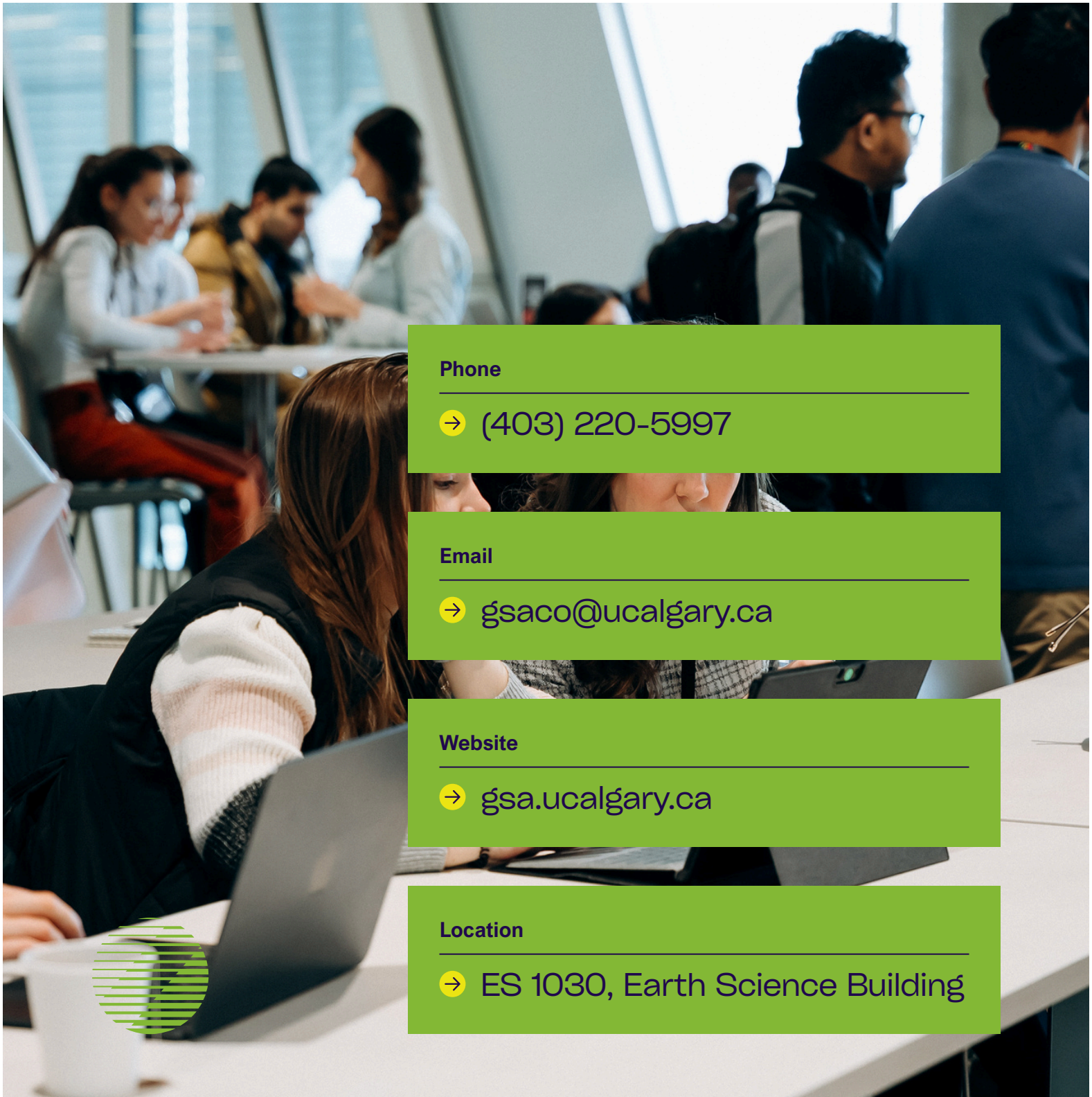
These priorities will guide the Association as we continue adapting to the changing needs of our membership. The structures we have put in place this year, from new bylaws and a new Council model to a renewed approach to advocacy, services, and financial supports, provide a foundation for that work.

The past year has been marked by ambitious changes in awards, adjudication, event facilitation, and service administration. I want to sincerely thank the entire GSA staff for their hard work and dedication in supporting these important services and ensuring that we continue to provide an exceptional experience for all graduate students.

As we enter this next chapter, our focus remains on ensuring that the Graduate Students' Association continues to evolve alongside its members while remaining accountable, responsive, and focused on delivering meaningful value to graduate students.

Graham Sucha
Executive Director

CONTACT US



Phone

(403) 220-5997

Email

gsaco@ucalgary.ca

Website

gsa.ucalgary.ca

Location

ES 1030, Earth Science Building