



Mandatory Non-Instructional
Fees Report

For the Fiscal Year Ended
March 31, 2025

TABLE OF CONTENTS

1. What's in this Report	3
2. The Rules Behind Your Fees.....	4
3. The Kinds of Fees You Pay	6
4. How to Read the Narrative Report	9
5. How to Read the Financial Report	10
6. What the Terms in This Report Mean	12
7. 2024-25 MNIF Reports.....	16
Student Services Fee Report.....	16
Athletics Fee Report.....	26
Campus Recreation Fee Report	29
Law Career Services Fee Report	35

1. WHAT'S IN THIS REPORT

This annual report for the fiscal year ending March 31, 2025, offers a clear and concise overview of how Mandatory Non-Instructional Fees (MNIFs) were governed, allocated, and used at the University of Calgary (UCalgary) during the 2024-25 fiscal year. Highlighted below are the main sections of this report.

Section 2 – The Rules Behind Your Fees

This section provides an overview of the regulatory framework governing MNIFs in Alberta. It explains the legal and policy guidelines that dictate how these fees are established, allocated, and reported at the UCalgary. This section covers the types of MNIFs students pay, including their purpose and the student consultation process used to set these fees. Additionally, it outlines the funding sources that support services eligible for MNIF funding and emphasizes the institution's commitment to transparency by publishing detailed annual reports that exceed provincial regulatory requirements.

Section 3 – The Kinds of Fees You Pay

In this section, we describe the different types of MNIFs at UCalgary. Each fee is explained in terms of its purpose and how it contributes to the overall student experience. The section breaks down the structure of each fee and clarifies the responsibilities of those involved in managing and reporting on them. By highlighting each fee's specific role, this section provides students with a clearer understanding of how their contributions support both academic and extracurricular activities.

Section 4 – How to Read the Narrative Report

This section explains how to interpret the student-facing narrative that accompanies each Mandatory Non-Instructional Fee (MNIF) report. These narratives are designed to explain how fee revenue was used compared to the approved budget, highlighting the services supported, how student feedback influenced spending, and any significant variances. Each narrative provides transparency into the value students receive for their fees, with examples and data where possible.

Section 5 – How to Read the Financial Report

This section explains how to interpret the student-facing financial table that accompanies each Mandatory Non-Instructional Fee (MNIF) report. Here, we compare the actual revenue and expenditures from the previous year against the projected budget. This comparison highlights any discrepancies between planned and actual spending, providing transparency into financial management. By examining these differences, the section helps identify areas for improvement and ensures accountability in how funds were allocated and managed.

Section 6 – What the Terms in This Report Mean

This section serves as a glossary, defining key terms used throughout the report. It is designed to help readers understand the language and terminology specific to the report and the financial processes involved. By providing clear definitions, this section ensures that all readers can interpret the information consistently and accurately.

Section 7 – MNIF Reports for 2024-25

The final section presents the MNIF reports for the previous year, including all required components and financial tables. These reports are designed to be user-friendly and accessible, allowing students to clearly see how their fees are being allocated to both academic and extracurricular activities. The financial tables and explanations provided in this section make it easy for students to understand how their contributions are being spent in the coming year.

2. THE RULES BEHIND YOUR FEES

This section outlines the legislative framework that govern Mandatory Non-Instructional Fees (MNIFs) at Alberta's universities. It begins by describing the provincial regulations that ensure MNIFs are transparent, cost-based, and tied to clearly defined non-instructional services. It then explains how UCalgary applies these rules in practice, highlighting the institution's commitment to regulatory compliance, student engagement, and responsible financial stewardship. Together, these frameworks guide how MNIFs are proposed, approved, administered, and reviewed.

PROVINCIAL RULES THAT SHAPE YOUR FEES

Mandatory Non-Instructional Fees (MNIFs) are governed by Alberta's [Post-secondary Learning Act](#) (PSLA) and [Tuition and Fees Regulation](#) (TFR). These frameworks ensure MNIFs are transparent, cost-based, and aligned with specific non-instructional services that benefit students. The PSLA gives each institution's Board of Governors the authority to set tuition and fees. The TFR sets out detailed rules for how MNIFs must be administered.

WHAT THE GOVERNMENT REQUIRES

The Government of Alberta has established clear requirements for how universities administer MNIFs. These rules are intended to protect students, ensure transparency, and maintain the integrity of how non-instructional services are funded.

1. Student Approval Is Required

Universities cannot introduce a new MNIF without first securing formal approval from the relevant student association(s). This includes agreement on the fee's name, amount, and the specific service it funds. Student approval ensures that those who pay the fee have a say in how and why it is collected.

2. Fees Must Be Service-Specific

The TFR prohibits bundling unrelated services under a single charge. Each MNIF must support a defined service or program with a clear link between the fee and the benefit provided. This ensures students can see how their fees are used and evaluate the value of each service.

3. Fees Cannot Exceed Cost

MNIFs must be cost recovery only. Institutions are required to monitor the actual cost of each MNIF-funded service and reduce the fee if costs decline due to operational efficiencies, budget reallocations, or new sources of funding. This rule prevents fee surpluses and protects students from overpaying.

4. Services Can Be Subsidized, Not Profitable

While institutions are allowed to subsidize services—for example, by using central funds to cover a portion of the cost—they may not generate revenue from MNIFs. The fee must always reflect a break-even model and cannot be set above the cost of delivery.

5. Mental Health Support Must Be Non-Clinical

MNIFs may fund non-clinical mental health programs, such as peer support groups, awareness campaigns, and wellness workshops. However, they cannot be used for clinical care, including counselling, diagnosis, or treatment services. This distinction ensures compliance with public health and professional service standards.

HOW UCALGARY PUTS THE RULES INTO PRACTICE

1. Working Together: Student Input and Fee Approval

All new or modified MNIFs must receive approval from the Students' Union and Graduate Students' Association before implementation. UCalgary engages early and often with student leaders to explain the purpose, cost structure, and intended outcomes of any proposed fee. This process not only ensures regulatory compliance but also reinforces a culture of shared responsibility and open dialogue between students and the University.

2. Making Sure Fees Match Costs

Each MNIF is budgeted on a break-even basis. Fees are reviewed annually to ensure they align with actual service delivery costs. If expenses rise due to inflation or program enhancements, fees may be increased following consultation and approval. If costs fall or external funding becomes available, the University adjusts the fee accordingly.

A comprehensive annual review confirms that each fee:

- Remains appropriately classified as an MNIF;
- Accurately reflects the cost of service delivery; and
- Meets the requirements of the Tuition and Fees Regulation.

Results of the review are submitted to the Ministry of Advanced Education to demonstrate ongoing compliance and stewardship of student funds.

3. Oversight for Third-Party Services

Some MNIFs fund services delivered by third-party organizations, such as public transit or health insurers. In these cases, UCalgary maintains oversight to ensure transparency in how the fee is collected and that administrative overhead is minimal. The University strives to deliver value while limiting any duplication or inefficiencies in service delivery. UCalgary's MNIF framework reflects its commitment to financial accountability, student engagement, and high-quality service provision—aligned with both provincial expectations and institutional values.

3. THE KINDS OF FEES YOU PAY

This section describes the different types of Mandatory Non-Instructional Fees (MNIFs) that UCalgary students pay, what services they support, and how they are set up. Some fees support services provided directly by the university, while others go to external organizations. Together, these fees help create a supportive, active, and engaging student experience—from health and wellness to campus recreation and public transit access.

FEES THAT FUND UNIVERSITY SERVICES

These are called “non-third party” MNIFs. They support services run directly by UCalgary—like advising, mental health support, athletics, active living, and career development. The university reports on how these fees are spent and ensures they only cover the cost of providing services. These services enhance the student experience and require student council approval for new fees or changes to existing ones. Changes could include service adjustments or shifts in covered student populations. These fees must follow a break-even policy, ensuring revenue does not exceed service costs after external funding. Unrelated services cannot be bundled under a single MNIF. A report to government as well as students is required for non-third party MNIFs to ensure transparency and accountability in how the fees are used.

1. Student Services Fee

Students pay a fee that funds a range of services that support academic success, personal growth, and well-being. These services are part of a unified support system, providing academic advising, financial aid, wellness, career development, student conduct, and community engagement and support services. Access to these services is crucial for overall student success and well-being. The fee directly supports the operational costs of student service units, including staffing for career advisors, counselors, and academic advisors, as well as programming such as career workshops, financial literacy sessions, and mental health initiatives. It also funds platforms for scheduling advising appointments, wellness resources, and student engagement programs that promote inclusion and support.

- Fee Purpose: Supports health, career services, and financial aid.
- Fee Structure: Assessed per term based on full-time or part-time status.
- Eligibility: Mandatory for undergraduate, medicine, and graduate students.
- Report Owner: Vice-Provost (Student Experience and Services).

2. Athletics Fee

Students pay a fee that entitles them to free admission to interuniversity athletic games. In addition to comprehensive varsity athletics offerings, students are entitled to free admission to Dinos Athletics competitive club events. This fee supports student-athletes and team operations, contributing to scholarships, coaching, travel, and facility maintenance to enhance the overall quality of varsity sports at UCalgary. This fee helps cover costs associated with varsity athletics, including travel expenses for student-athletes, coaching salaries, facility rentals, team equipment, and athlete scholarships. It also ensures that students can attend games at no extra cost, fostering school spirit and engagement with university sports.

- Fee Purpose: Funds varsity athletics and provides free admission to games.
- Fee Structure: Varies by full-time or part-time status.
- Eligibility: Exempt only for students who are not enrolled in any course components (lectures, labs, tutorials, seminars) located at Main Campus, Foothills, Spy Hill, or Downtown.
- Report Owner: Director, Athletics.

3. Campus Recreation Fee

Students pay a fee for a Campus Recreation membership, granting them access to Active Living and Outdoor Centre facilities, along with a variety of programs and services. This membership enables students to engage in diverse recreational activities that promote their physical, mental, and social well-being. The membership includes access to: Fitness Centre, Track (200-metres), Gold Fitness Alcove, Aquatic Centre, Racquet Centre, Outdoor Centre - Climbing Wall and Bouldering Area, Client Services, Change Rooms (including Steam Rooms), Gymnasiums, Olympic Oval (ice and track), and Outdoor Courts for tennis, pickleball, basketball, and more.

The fee supports the operation, maintenance, and delivery of recreational opportunities across these facilities, as well as student-specific programs and services. Additionally, Active Living is one of the top employers of students on campus, providing students with valuable work experience, professional development and an opportunity to earn income while pursuing their studies.

- Fee Purpose: Provides access to recreational facilities, programs, and services.
- Fee Structure: Varies by full-time, part-time, and hourly status.
- Eligibility: Exempt only for students who are not enrolled in any course components (lectures, labs, tutorials, seminars) located at Main Campus, Foothills, Spy Hill, or Downtown.
- Report Owner: Director, Active Living.

4. Law Career Services Fee

Students pay a fee that funds the operations of a career and professional development office specifically for law students. The office helps students find summer employment, articling positions, obtain career coaching, and access networking events. The office also provides career resources that help students make decisions about career paths, job searches, and professional development. This includes résumé and cover letter reviews, mock interviews, mentorship programs, and employer networking sessions tailored to the legal profession. The fee funds career advisors who provide one-on-one coaching, hosts employer networking events, maintains job search databases, and develops career preparation resources. It also supports résumé and interview workshops, employer outreach efforts, and professional development opportunities tailored to legal careers.

- Fee Purpose: Funds career services such as coaching and job search support.
- Fee Structure: \$150 per year for JD students (2024-25).
- Eligibility: Applies to all JD students.
- Report Owner: Director of Operations, Faculty of Law.

FEES THAT GO TO EXTERNAL ORGANIZATIONS

“Third party” MNIFs fund services provided by external organizations. While UCalgary collects these fees and reports the amounts charged, the institution is not responsible for managing the services. Unlike non-third party MNIFs, detailed financial breakdowns are not required by the Government of Alberta, and a report to students is not necessary for third party MNIFs. However, any new third party MNIF or changes to its scope still require student council approval and must follow break-even and reporting requirements to ensure accountability.

1. Graduate Health and Dental Program Fee

Graduate students pay a fee that automatically enrolls them in an extended health and dental insurance plan, ensuring they have coverage for services beyond provincial healthcare. This program provides benefits such as prescription drugs, dental care, vision care, and other medical services. The plan also offers coverage for medical equipment, travel health insurance, and mental health services, helping students manage unexpected health expenses.

- Fee Purpose: Provides extended health and dental coverage.
- Fee Structure: Assessed annually.
- Eligibility: Automatically applied to graduate students, with an opt-out option.

2. Graduate Student Group Insurance

Graduate students pay a fee that funds liability coverage for student-led organizations and events. This ensures that graduate student groups have adequate protection against unforeseen liabilities. The coverage helps student associations and clubs manage risks associated with hosting events, activities, and conferences on and off campus.

- Fee Purpose: Covers liability insurance for graduate student groups.
- Fee Structure: Assessed annually.
- Eligibility: All graduate students.
- Report Owner: Finance.

3. Undergraduate Health and Dental Plan Fee

Undergraduate students pay a fee that provides extended insurance coverage to supplement provincial healthcare. This plan helps cover costs such as prescription drugs, dental care, and vision services. Additional benefits include travel insurance, mental health support, and coverage for medical equipment, ensuring students have comprehensive health coverage while studying.

- Fee Purpose: Provides extended health and dental coverage.
- Fee Structure: Assessed annually.
- Eligibility: Automatically applied to full-time undergraduates, with an opt-out option.
- Report Owner: Finance.

4. UPass

Students pay a fee that grants unlimited access to public transit throughout the academic term. This program offers a cost-effective and environmentally friendly transportation option, making it easier for students to commute to campus and around the city. The university negotiates discounted rates with the transit provider, using collective student fees to secure cost-effective, unlimited access to buses and trains throughout the term.

- Fee Purpose: Provides unlimited transit access.
- Fee Structure: Charged per term.
- Eligibility: Mandatory for full-time students, with limited exemptions.
- Report Owner: Finance.

4. HOW TO READ THE NARRATIVE REPORT

1. What the MNIF Report Covers

Each “non-third party” fee report offers a detailed look at how UCalgary uses MNIFs to support services that enhance student life beyond the classroom. It helps students understand what these fees fund, how the money was actually spent compared to what was planned, and how the university uses student feedback and financial policies to guide decisions.

2. Why the Report Was Created

The report begins by explaining why it exists (i.e., to provide transparency around the collection and use of MNIFs). UCalgary is committed to showing students how these fees are used to fund important services—like wellness programs, academic supports, and student activities—and how those costs compare to the amount of fees collected.

3. How Fees Were Used

This part of the report outlines exactly how MNIFs were used over the year. It lists the services or initiatives that received funding, including areas like mental health support, recreation facilities, career development, or academic success resources. Where possible, the report includes student usage data to show how these services helped meet student needs.

4. What Changed for Students

This section highlights how MNIFs made a difference. It includes specific examples of how fees were used to improve or expand services—like adding more counsellors, extending facility hours, upgrading student spaces, or launching new programs. These examples show the tangible benefits students received as a direct result of MNIF funding.

5. How Student Feedback Was Used

The report describes how student input—collected through surveys, consultations, or student committees—shaped decisions about how MNIFs were spent. If student feedback led to service changes, increased funding for certain programs, or new initiatives, this section explains what changed and why. It emphasizes the role students play in influencing how their fees are used.

6. Financial Compliance and Adjustments

This section explains how UCalgary ensures compliance with government regulations that require MNIFs to align with the actual cost of delivering services. If adjustments were made—such as changing service levels, modifying fees, or reallocating funds—those actions are described here. This helps students see how the university balances financial responsibility with service delivery.

7. Comparing Budgeted and Actual Spending

If the actual costs of providing services differed from what was originally budgeted, this section explains the reasons why. These might include changes in enrolment, shifts in student demand, rising costs, or changes to how services were delivered. The goal is to give students a clearer picture of how the university adjusts to real-world conditions while managing student fees responsibly.

5. HOW TO READ THE FINANCIAL REPORT

Below is an example of a financial report that shows how your fees were managed over the fiscal year. It compares what was planned (Budget) with what actually happened (Actual), so you can see how funds were used and whether UCalgary stayed on track. The Variance column shows the difference between budgeted and actual amounts to help explain any unexpected changes.

Revenue and expense example for the fiscal year ending March 31, 2025

\$ dollars	Budget	Actual	Variance
Revenue			
MNIF Revenue	1,400,000	1,350,000	(50,000)
Government Funding	-	-	-
Other Revenue	-	50,000	50,000
Total Revenue	1,400,000	1,400,000	-
Expense			
Direct			
Student Service #1	250,000	250,000	-
Student Service #2	250,000	240,000	(10,000)
Student Service #3	250,000	260,000	10,000
Student Service #4	250,000	270,000	20,000
Sub-total Direct Expense	1,000,000	1,020,000	20,000
Sub-total Indirect Expense	400,000	408,000	8,000
Total Expense	1,400,000	1,428,000	28,000
Surplus / (Deficit)	-	(28,000)	(28,000)

WHAT THE TABLE TELLS YOU

Revenue (Money In)

This section shows all the funding sources, including:

- MNIF fees paid by students
- Government funding
- Other revenue sources

In this example:

- UCalgary expected to receive \$1,400,000 in total revenue.
- It collected \$1,350,000 from MNIFs, which was \$50,000 less than planned.
- However, \$50,000 came in from other sources, balancing the total revenue at \$1,400,000.

Expenses (Money Out)

Expenses are split into two types:

- Direct Expenses are tied to specific facilities or programs like the Fitness Centres.
- Indirect Expenses are general costs like administration and marketing that support all services.

In this example:

- The budget for direct expenses was \$1,000,000, but actual spending was higher at \$1,020,000.
- Indirect expenses also came in over budget, totaling \$408,000 instead of the planned \$400,000.
- In total, expenses exceeded the budget by \$28,000.

Surplus or Deficit

The last row shows whether the fee brought in more money than it spent (surplus) or if it spent more than it collected (deficit).

In this example:

- In this example, expenses were higher than revenues, resulting in a \$28,000 deficit.
- When a deficit occurs, UCalgary may review the program to adjust spending or future fee levels.

The deficit of \$28,000 represents a 2% overspend on the \$1.4 million budget. While not considered material, even small deficits must be supported by other revenue sources, which puts a strain on budgets intended for other priorities. If the deficit were larger—typically more than 5% of the total budget, or about \$70,000 in this case—it could be considered material. In those cases, UCalgary would investigate the cause and take corrective actions, which might include modifying services or fee structures in consultation with students.

WHY THIS REPORT MATTERS

This financial report keeps spending transparent and accountable. It shows whether student fees were used as planned, and if not, it explains why. The budget section of the report helps set fees based on cost-recovery. The actuals section of the report checks if the budget was followed. Reading the MNIF report lets you see the value you are getting from your fees and how student feedback contributes to planning and decisions.

6. WHAT THE TERMS IN THIS REPORT MEAN

This section breaks down the terms used in the financial report so you can better understand how your student fees are budgeted, tracked, and spent. Whether you are curious about what counts as a direct cost, how revenue is defined, or what happens when a service runs a surplus, these explanations are here to help. Knowing what these terms mean will make it easier to read the report.

ACTUALS REPORT

The Actuals Report reflects the true revenue and expenses for MNIF-supported services at the end of the fiscal year. It compares these actual results to the original budget to assess whether fees were appropriately set, and services were delivered on a break-even basis. While some variance is expected, consistent noncompliance with the cost-recovery principle may require further review and corrective action. This retrospective report highlights any surpluses or shortfalls and shows how spending aligned with budgeted plans.

BUDGET REPORT

The Budget Report is a forward-looking estimate of revenue and expenses for MNIF-supported services in the upcoming fiscal year. It ensures that projected revenue aligns with the cost of delivering services, adhering to the cost-recovery principle. The report must include estimated enrolment for fee-paying students and identify any optional payments as "Other Revenue." Separate budgets are required for third-party and non-third-party MNIFs, providing a foundation for fee-setting and service planning.

DIRECT COST

Direct Costs are expenses that can be clearly linked to specific MNIF-eligible services. These costs are straightforward to identify and allocate because they directly support the delivery of services to students.

Examples of direct costs include:

- Salaries for frontline staff delivering services;
- Program-specific materials and supplies; and
- Equipment used solely for the service.

EXPENSES

Expenses are the costs incurred to deliver the goods and services funded by MNIFs. These include both direct costs (e.g., staff salaries, supplies) and indirect costs (e.g., utilities, IT support), which together represent the total cost of providing the service.

GOODS AND SERVICES

Goods and Services refer to the specific student-focused programs, supports, or infrastructure funded by MNIFs. Institutions must clearly define and report these to demonstrate alignment between fees collected and the services delivered. Any significant change in the scope of the service or the population of students charged requires formal approval from student councils, as it is considered a new MNIF under the [Alberta Tuition Framework](#).

Examples of goods and services funded by MNIFs include:

- Campus recreation programs and facilities;
- Health and wellness services;
- Student transit passes;
- Academic support services;
- Career development resources

- Student technology services; and
- Campus safety initiatives.

GOVERNMENT FUNDING

Government Funding includes public contributions used to support services funded in part by MNIFs. These contributions reduce the reliance on student fees and must be reported to ensure the total revenue does not exceed actual costs.

Examples include:

- Provincial grants supporting mental health initiatives;
- Alberta Innovates funding for entrepreneurship support services; and
- Public health agency contributions to on-campus health programs.

INDIRECT COST

Indirect Costs support the overall operation of MNIF-eligible services but cannot be traced to a specific service. Including these costs ensures a more accurate picture of the resources needed to sustain programs and infrastructure. Excluding them may discourage service expansion by leaving universities to absorb overhead costs without additional revenue.

Examples of indirect costs include:

- Heating, lighting, and utilities;
- Custodial and maintenance services;
- IT support and systems; and
- Insurance and building operations.

INDIRECT COST RATE

The Indirect Cost Rate is a percentage applied to direct costs to fairly allocate shared operational expenses across MNIF-eligible services. It ensures that reported expenses reflect the full cost of delivering non-instructional services and helps maintain financial sustainability.

Formula:

Indirect Cost = Direct Cost × Indirect Cost Rate

For example, if a service has \$100,000 in direct costs and the indirect cost rate is 40%, the total indirect cost would be \$40,000.

MANDATORY NON-INSTRUCTIONAL FEE (MNIF)

A Mandatory Non-Instructional Fees is a fee charged to students, separate from tuition, to fund non-academic services and activities that enhance the student experience, such as health and wellness, campus recreation, or transit programs.

MNIF REVENUE

MNIF Revenue is the total amount collected from students through mandatory non-instructional fees. This revenue must only cover the cost of delivering the related goods and services, in line with the cost-recovery principle. Institutions must track MNIF revenue separately for each fee to ensure transparency and compliance.

Examples include:

- Fees collected for campus recreation access;
- Health and wellness service fees;

- Technology service fees included in student registration; and
- UPass (transit pass) fees charged to eligible students.

NON-THIRD PARTY MNIF

A Non-Third Party MNIF is a university-administered fee that supports services delivered directly by UCalgary. These services are operated and managed internally (e.g., student wellness services, career support, or athletics).

OTHER REVENUE

Other Revenue refers to income not derived from mandatory student fees but still related to MNIF-supported services. This revenue helps offset service costs and must be reported separately from MNIF revenue.

Examples include:

- Fees paid by staff or alumni for access to recreation facilities;
- Sponsorship income for career development events;
- User fees from community members accessing wellness programs; and
- Charges to non-credit or continuing education students using student services.

REVENUE

Revenue refers to the total amount collected from MNIFs, including MNIF revenue, government funding, and other sources. Revenue must not exceed the cost of delivering the associated service, in accordance with provincial regulations.

STUDENT REPORT

The Student Report is a plain-language summary designed to help students understand how each MNIF is used. It describes the services funded, how the fee supports them, and what students can expect in return for their financial contribution.

SURPLUS / DEFICIT

A Surplus occurs when total revenue (including MNIF revenue, government funding, and other sources) exceeds the total cost of delivering the associated goods and services in a fiscal year. A Deficit occurs when revenue falls short of covering those costs.

Under the [Alberta Tuition Framework](#), MNIFs must operate on a cost-recovery basis, with revenue closely matching expenses over time. Small annual surpluses or deficits may result from enrolment shifts or cost changes. However, ongoing or significant variances may signal non-compliance and must be addressed through fee adjustments or service changes.

All Surpluses and Deficits must be clearly reported in the Actuals Report to demonstrate compliance. Institutions may use short-term surpluses to cover future deficits, but persistent imbalances may trigger a formal review.

THIRD-PARTY FEES

Third-Party Fees are fees collected by UCalgary on behalf of an external organization that provides services to students (e.g., UPass for public transit). UCalgary transfers the funds to the third party and does not deliver the service itself.

Provider

The Provider is the external organization or company offering the service for which the third-party fee is charged. These providers offer services that are delivered on behalf of UCalgary but are essential to the student experience, such as transportation and health insurance.

Examples of providers:

- A transit authority providing bus passes for students; and
- A health insurance company offering coverage for international students.

Full-Time Fee

The Full-Time Fee is the amount charged to full-time students for third-party services that are included as part of their mandatory fees. This fee is typically higher for full-time students as they are expected to utilize the service more frequently than part-time students.

Example:

- Full-time students may be required to pay the full cost of a bus pass or health insurance policy through their MNIF.

Part-Time Fee

The Part-Time Fee is the amount charged to part-time students for third-party services. This fee is typically lower than the full-time fee, reflecting the reduced level of service utilization expected from part-time students.

Example:

- Part-time students may pay a reduced fee for a bus pass or health insurance policy compared to full-time students.

Administrative Expenses

Administrative Expenses are the costs associated with managing and administering third-party services. These expenses include the costs of coordinating with the external provider, managing student enrolment in the services, and overseeing the financial processes associated with third-party fees. Administrative costs are essential to ensure the efficient delivery of third-party services but must be kept reasonable to maintain cost recovery.

Examples include:

- Processing fees for setting up insurance policies; and
- Administrative costs related to distributing bus passes or coordinating with the provider.

TOTAL COST

Total Cost represents the full cost of delivering an MNIF-eligible service, combining both direct and indirect expenses. It provides a complete view of the resources required to support student services, ensuring transparency and accuracy in financial reporting.

Formula:

$$\text{Total Cost} = \text{Direct Cost} + \text{Indirect Cost}$$

For example, if a service has \$100,000 in direct costs and \$40,000 in indirect costs (based on a 40% indirect cost rate), the total cost of delivering the service would be \$140,000.

7. 2024-25 MNIF REPORTS

This section presents the four (4) “non-third party” MNIFs for the fiscal year ending March 31, 2025. For each fee, you will find a narrative report and a financial report. The narrative report explains the purpose of the fee, the services it supports, and any changes from the previous year. The financial report includes both a budget, showing projected revenue and expenses, and actuals, comparing those projections to what was collected and spent. Together, these reports promote transparency, strengthen accountability, and demonstrate compliance with the Alberta Tuition Framework’s cost-recovery requirements.

Student Services Fee Report

Category	Description
Fee Name	Student Services Fee
Fee Type	Non-Third Party
Fee Purpose	Supports health, career services, and financial aid
Fee Structure	Varies by student level, term, and full-time / part-time status
Fee Eligibility	Mandatory for undergraduate, medicine, and graduate students
Fee Year	2024-25

Fee Rates By Level	Term	Part-time Per Term	Full-time Per Term
Undergraduate	Spring / Summer	\$49.44	\$98.87
Undergraduate	Fall / Winter	\$98.87	\$296.61
Graduate	Annual	\$197.73	\$593.20

1. Why This Report Exists

This report reflects UCalgary’s commitment to transparency and accountability in the administration of Mandatory Non-Instructional Fees (MNIFs). These fees fund services outside the classroom that support students in completing their programs. As required by the [Tuition and Fees Regulation](#), the report compares fee revenue to the cost of delivering related services. It follows a consistent financial methodology across all MNIFs, including how direct and indirect costs are treated. Fees are governed by provincial legislation and university oversight committees. Definitions are provided in [Appendix A](#), and additional context is available on the [Tuition and Fees Reporting](#) website. Services described are typically available during regular university hours, with extended access based on student demand.

2. What the Fee Supports

The student services fee funds a range of services that contribute to academic success, personal growth, and overall well-being. It covers operational costs for essential services, including staffing for career, financial, and academic advisors and mental health practitioners. The fee also supports programming such as career development workshops, financial literacy sessions, harm reduction, health promotion and mental health initiatives. In addition, the fee supports tools and platforms that help students access advising, wellness resources, and inclusive engagement opportunities. These services operate as a connected support system—not as standalone offerings—ensuring students receive the comprehensive and holistic support they need to thrive both inside and outside the classroom.

Student Enrolment, Registrarial and Financial Services

At the University of Calgary, the Office of the Registrar delivers essential student services that serve as the operational backbone of the student experience. These services are designed not only to meet

students' academic operational and administrative needs, but also ensure equitable access, regulatory compliance and consistent support for students throughout their academic journey.

Enrolment Services functions as the University of Calgary's central student service hub, addressing a wide range of inquiries related to academic calendar regulations, registration, tuition and fees, financial support, academic records, examinations and convocation. Services are delivered through a multi-channel approach, including live chat, phone, email, in-person appointments and the Student Centre portal. A well-coordinated advising and triage model ensures timely and accurate responses for all students and balances tens of thousands of annual inquiries.

Enrolment Services advisors provide guidance across a wide range of student processes, including funding options, sponsorship coordination, and health and dental plan opt-ins and opt-outs. They also assist students in navigating their Student Centre — the secure online portal used to manage personal information, including name changes, awards, scholarships, bursary applications, service requests and financial tasks.

In addition to responsive advising, Enrolment Services leads proactive educational outreach through programs such as Next Steps and University 101 using a variety of modalities. These offerings are designed to support transition readiness and system navigation for all students, contributing to retention and student success.

Student Financial Support administers over \$31.2 million in scholarships, bursaries and emergency assistance each year. The team is responsible for advising and processing aid through provincial, federal and U.S. government programs, as well as institutional merit- and needs-based awards. With rising complexity in funding regulations and student financial need, the unit plays a critical role in supporting access to education. A key initiative within this portfolio is the Money Smart Program, a series of interactive workshops and online modules that equips students with the knowledge to manage budgets, understand credit, plan for debt repayment and develop long-term financial strategies — reinforcing student resilience and independence.

Student Records oversees the integrity, security and accuracy of the academic record. This includes management of transcript production, final grade processing, deferred and special exams, reappraisals, flexible grading options and academic verification. These processes are governed by academic policy and require precision, compliance and coordination with academic units to maintain student trust and institutional reputation.

Scheduling and Systems Support provides critical infrastructure that enables academic delivery and service continuity. This includes the design and publication of the academic calendar (accessed 1M+ times in 2024-25), class and exam scheduling, maintenance of the registration system, and production of reports and data tools used across campus. These systems allow for transparent, data-informed decision-making and ensure alignment with student-facing services.

Convocation Services supports students at the culmination of their academic journey. The team oversees eligibility confirmation, parchment preparation, certified credential requests and coordination of the convocation ceremonies. With three conferral periods and thousands of graduates each year, this function ensures both operational excellence and a meaningful student experience at graduation.

Together, these units within the Office of the Registrar form an integrated and highly responsive team that serves every undergraduate and graduate student. As demand for accessible, timely and transparent student services continues to rise, these teams and the technical infrastructure they support remain critical to delivering a world-class student experience at the University of Calgary.

For more details visit ucalgary.ca/registrar/

Service Usage Activity	2024-25
Individual advising sessions with Enrolment Services	33,487
Government Student Aid processes completed	20,376
Award, Scholarship and Bursary applications reviewed	21,309
New graduates supported at convocation	8,797
Deferred Final Examinations facilitated	2,168
Auxiliary Academic Events booked	2,267

Graduate Student Support Services

The University of Calgary provides comprehensive support for both current and prospective graduate students. Multiple teams work together to deliver services that span the entire graduate student journey—from application and onboarding to registration, funding, academic advising, non-credit training, work-integrated learning, and career development. This holistic approach ensures graduate students are supported academically, personally, and professionally.

Graduate Student Services acts as the primary point of contact for inquiries, offering centralized support through in-person, email, and virtual formats. This team supports application processing, document verification, and helps students successfully navigate systems like the online application portal and Student Centre. They also advise students on registration, tuition, supervisor changes, annual reviews, and exam-related processes. Additionally, they support convocation procedures, thesis submissions, and provide confirmations of degree completion.

The Graduate Enrolment and Program Support Team oversees student records and provides guidance on university regulations, policies, and fee assessments. They connect students to key services such as Enrolment Services, Student Finance, and the Graduate Students' Association, and help students with registration changes, exchange programs, and academic planning.

Graduate Academic and International Specialists support graduate students experiencing academic or personal challenges. They offer drop-in and scheduled advising, assist with academic standing and misconduct processes, and refer students to immigration advisors, as needed. The team also coordinates surveys and outreach to students at risk of academic withdrawal or navigating personal difficulties and refers students to appropriate campus services.

My GradSkills offers academic and career development programming for graduate students. Through resources like the GRADgreet newsletter, hybrid orientation sessions, START STRONG D2L modules, and a robust website, students access training in academic integrity, research ethics, research communication, sex and gender-based dynamics and personal growth. Programs like Transformative Talent Internships (TTI) offer experiential learning opportunities, while events such as the 3 Minute Thesis and Images of Research competitions build research presentation skills.

The Graduate Awards team administers and disburses university, provincial, federal, and donor-funded scholarships and funding for graduate students, helps students navigate application processes, and ensures timely communication of funding opportunities. Workshops and one-on-one mentorship are provided to help students submit competitive applications and specialized support for Indigenous students is provided. Additionally, coordination services with funders and internal departments are provided to process and adjust student funding.

The Graduate College creates a vibrant, transdisciplinary community for graduate students, professional students, and postdocs. With a focus on connection, enrichment, community outreach and innovation, the College regularly hosts seminars and leadership development activities. It encourages engagement across campus and with the broader Calgary community, fostering dialogue and leadership to tackle complex societal challenges.

For more information, visit grad.ucalgary.ca.

Service Activity at a Glance	2024-25
Graduate student advising sessions	629
Inquiries triaged by student services	22,573
Graduate awards and scholarship funds distributed	\$41.6M
My GradSkills learning and engagement experiences	5,239

Student Care and Support Services

The Sexual and Gender-Based Violence Prevention and Support Office (SGBVPSO) delivers education, prevention, and individualized support related to sexual and gender-based violence (SGBV). The office aims to foster a campus culture rooted in respect, consent, and inclusivity, collaborating with university partners to ensure a coordinated approach to both prevention and response to SGBV on campus.

Support services are trauma-informed and include guidance on reporting options, decision-making support, and case management for those affected by SGBV. The office offers accompaniment and emotional support throughout formal reporting or investigation processes.

Educational programming includes Responding to Disclosures Training, First Responder to Sexual Assault and Abuse Training, and consent-focused workshops. The office also organizes awareness campaigns, safety planning, and provides a range of virtual resources to support the campus community.

The Student Ombuds Office provides confidential, independent, and impartial support for students experiencing challenges in understanding and navigating university policies, procedures, and communications, including those related to academic standing and misconduct allegations.

The Student Conduct Office is responsible for addressing allegations of student non-academic misconduct through a range of formal and informal services. These include case management, adjudication, alternative dispute resolution, and personalized support services aimed at maintaining a positive and respectful campus environment. The office also provides residence-specific conduct support, conflict management education, and prevention programming. Of note, the policy and procedures for addressing allegations of non-academic misconduct can be found [here](#).

Service Usage Activity	2024-25
Student participants in SGBV prevention education training	321
Faculty and staff participants in responding to SGBV disclosures training	778

Note

Service Usage Activity based on the Student Experience and Support Strategic Plan reporting period May 1, 2024 – April 30, 2025. Non-Academic Misconduct and Student Ombuds activity reported annually through General Faculties Council.

Academic, Learning, and Career Services

The Chancellor Cuthbertson Student Success Centre offers academic and learning support services tailored to both undergraduate and graduate students. The Centre's services promote inclusive learning and academic development from the beginning of a student's academic journey through to graduation. Key areas of support include academic skills development, exploratory advising, writing support, peer-assisted study sessions, education about academic integrity and programming for high-achieving students through the Scholars Academy.

Additional services include support for scholarship and graduate school applications and digital badge programs focused on developing academic and mentorship skills. A sensory-friendly space is also available for students in need of a quieter, accessible environment to study, attend programming and meet with advisors.

Student Accessibility Services provides academic accommodations and support for students with disabilities. Key services include support for exam accommodations, access to the Nat Christie Adaptive Technology Lab and academic resources for all students.

The Centre for Career and Personal Development supports student success through career education, advising, and employer engagement opportunities. Services cater to both undergraduate and graduate students and include career development advising and workshops, leadership programs, and personal development resources. The Centre also supports a successful student transition through orientation and first-year experience programs.

Key services include career advising and coaching, life design programming and coaching, industry events, job fairs, and personal development workshops. Specialized programs such as Camp LEAD, Launch Your Career Conference, and micro-placements are offered to enhance career readiness.

Service Usage Activity	2024-25
Accommodated exams facilitated	23,579
Value of Grant applications facilitated for students	\$2.3M
Students registered with Student Accessibility Services	3,808
Academic & Career advising appointments held	9,545
Academic & Career workshop attendance	17,837

Note

Service Usage Activity based on the Student Experience and Support Strategic Plan reporting period May 1, 2024 – April 30, 2025

Health and Wellness Services

Student Wellness Services at the University of Calgary offers holistic, accessible health and wellness support to both undergraduate and graduate students, with a focus on promoting student success and personal well-being.

The Health and Wellness Clinic is located on main campus and provides primary and family healthcare, including immunization services. Student Wellness Services also facilitates access to supplementary wellness supports for students by providing facilities for and engaging with contractors to provide services including chiropractic care, dental care, and massage therapy. Mental health and wellness support provided through the clinic include both individual and group mental health and wellness support via psychiatrists, physicians, counsellors, nurses, student support advisors, and counselling interns. Students can also access short-term counselling for academic, personal, or career-related issues.

Additional wellness resources include self-help, case management and community referrals, peer helper programs and on-campus emergency medical care through the Student Medical Response Team.

The Sensory-Friendly Student Lounge also provides specialized advising and programming for neurodiverse students, including a dedicated inclusive space for student use.

The Faith and Spirituality Centre enhances student wellness by promoting cultural and religious understanding through inclusive programming and services. The Centre fosters community building and social change through a commitment to creating a more pluralistic campus environment. The Centre hosts more than 22 chaplains and faith representatives who provide spiritual support and guidance. The Centre offers workshops, peer support, and resources to support religious observances and interfaith dialogue. Students can access multi-faith spaces across campus, including common areas, quiet rooms, and meeting spaces in locations such as MacEwan Hall and Foothills Campus.

Service Usage Activity	2024-25
On campus training and education attendance (health promotion, harm reduction, mental health)	1,401
Students engaged through Wellness Classroom visits (facilitated by peer-helpers; 10 faculties)	17,852
Increase in access to student mental health appointments (counselling)	31%
Students engaged through Faith & Spirituality Centre events	13,400

Note

Service Usage Activity based on the Student Experience and Support Strategic Plan reporting period May 1, 2024 – April 30, 2025.

Campus Safety Services

Campus Safety Services help create and maintain a safe and secure environment for all students, faculty, and staff. Through proactive programs and compliance initiatives, these services promote awareness, preparedness, and risk mitigation. Environmental Health, Safety, and Compliance oversees safety protocols, provides training, and ensures that the university complies with relevant regulations and standards. This team supports event organizers with safety planning and risk assessments, coordinates emergency response procedures, and promotes a culture of safety through regular inspections and hazard prevention efforts. Programs such as *Safe Walk and Working Alone* offer students peace of mind when navigating campus after hours, reinforcing the university's commitment to personal safety and well-being.

Campus Security embraces the concept of a community-based safety and security service within a university setting. Its primary focus includes crime and loss prevention, problem solving, service delivery, emergency response and incident command. To achieve these goals, Campus Security promotes positive community relations, public education, mediation and the use of current technology such as CCTV and access control.

International Student Services

International Student Services (ISS) provides non-academic advising, immigration advising, and a range of programs designed to help international students adjust to life at the University of Calgary and in Canada. Services include guidance on study permits, visas, co-op work permits, and post-graduation work permits for students and their dependents, as well as pre-arrival resources to help students transition smoothly.

ISS also offers a robust orientation series, cultural and social events, and settlement support. Students can participate in mentorship and language-sharing programs, social activities, and volunteer opportunities to foster cross-cultural connections. A dedicated pre-orientation Welcome Centre and casual student lounge space in the MacEwan Student Centre provides additional support and community engagement opportunities.

Service Usage Activity	2024-25
ISS immigration advising appointments held	1,343
Number of students engaged in ISS cultural and social programs	971
Number of students engaged in ISS settlement support	1,762
Number of students engaged in ISS immigration workshops	1,058

Note

Service Usage Activity for ISS based on the Student Experience and Support Strategic Plan reporting period May 1, 2024 – April 30, 2025.

Global Learning provides a wide range of goods and services to support the development, administration, and delivery of global experiential academic and co-curricular opportunities for undergraduate and graduate students from all faculties. These services span program design and

implementation, student recruitment, financial oversight, risk management, and comprehensive student support—from initial inquiry to post-return.

Global Learning also oversees the administration of scholarships and grants that support study abroad experiences. The unit manages a variety of international programs, including incoming and outgoing exchanges, research placements, internships, faculty-led group study programs, and co-curricular global learning initiatives. It delivers risk management and in-field support, intercultural workshops and events, and peer support services. Programming is complemented by reception and advising services available in person, by email, phone, or Zoom during standard university operating hours, with additional support available by appointment outside office hours to accommodate students in different time zones.

Comprehensive advising includes both group and individual sessions and covers all program types. Staff also coordinate and manage relationships with global partners and oversee the design and delivery of wraparound student support services, including orientation, emergency support while abroad (available 24/7), and re-entry programming. In addition to managing the operational logistics of these programs, Global Learning offers a range of engagement and professional development opportunities, including the Global Community Challenge and the Global Learning Ambassador program, which supports peer-to-peer learning and volunteerism.

Service Usage Activity	2024-25
Outbound Students: UCalgary students in exchanges, field schools, research, and internships abroad	744
Inbound Students: International students in exchanges or research placements at UCalgary	395
Advising Sessions: Student advising appointments	930+
Engagement Events: Orientations, info sessions, and student events hosted	114
Funding Awarded: Total funding awarded for mobility-related activities	\$1M+

Specialized Support Services

The University of Calgary provides resources and services for students through the Women's Resource Centre, which offers a safe, inclusive, and welcoming space for students, staff, and faculty to promote gender equality and foster community. The Centre provides a variety of programs, events, and workshops tailored to student demand, along with daily peer support. Additional resources available include a dedicated library, online materials, and safe, comfortable spaces in MSC 482, such as a common area and safe haven rooms.

Writing Symbols Lodge (WSL) provides a supportive, culturally appropriate environment for Indigenous students offering academic, personal and cultural advising, as well as social and cultural programming. The Lodge includes a student space with a computer lab and offers one-on-one drop-in advising for prospective and current Indigenous students. WSL also coordinates events to build community and celebrate the accomplishments of Indigenous students, including the annual Indigenous graduation celebration.

The Indigenous Student Access Program (ISAP), coordinated by WSL, is a one-year cohort-based transition program for Indigenous students. This program provides advising, resources and services to facilitate a student's path into degree programs. The program offers cultural support, academic advising, peer mentorship, Peer-assisted Study Sessions (PASS) for ISAP-specific classes, and workshops that focus on academic skills, well-being, and community building.

Service Usage Activity	2024-25
Number of students engaged in WSL cultural and community building programs	1,481
ISAP advising appointments	160

Note

Service Usage Activity based on the Student Experience and Support Strategic Plan reporting period May 1, 2024 – April 30, 2025.

3. How the Fee is Spent

As stated above in section 2, the student services fee funds a range of services that contribute to student academic success, personal growth, and overall well-being. The fee revenue contributes to funding the operational and staffing costs of the units, supporting the programs and services described above. The services operate as a connected support system—not as standalone offerings—ensuring students receive the comprehensive help they need to thrive both inside and outside the classroom.

4. How Students Engaged with the Services

Units that receive Student Services Fee funding, use student feedback to inform enhancements and adjustments to programs and services on an annual basis. As an example, in October 2024 the university held its first ‘Student Experience Think Tank’ an event for all students to explore and discuss what matters most considering the theme of Affordability.

Below are examples of how students are engaging with services which have been identified as priorities for students in Student Experience and Support units, as examples:

- As part of the University’s commitment to support housing challenges for students, new resources were launched including a ‘roommate finder’ for international students as well as housing webinars and online tools for students. The Off Campus Housing Coordinator continues to work with students and landlords to address emerging and changing needs over time.
- In support of greater awareness and access to support wellbeing, 189 Wellness Classroom visits engaging 17,852 students in 10 faculties were held over the year. This approach continues to take important health information to directly to students in the classroom.
- Student Accessibility Services team saw a 14% increase in students registered with the office and a 34% increase in advising appointments from 2023-24. In addition, there were 15% more accommodated exams facilitated from the previous year. As a result of higher demands for support in this area, the team has launched new workshops, expanded support in high-demand areas and removed documentation requirements for disability support to improve access for students.

These are just a few examples of how students engage with student-focused programs and services designed to respond to and address the emerging and changing needs of students.

5. How the Fee Improved Student Life

Student feedback plays a key role in guiding the allocation of fee-supported resources. Input gathered through campus-wide, [ongoing student surveys](#), unit-based focus groups and events (like the Student Think Tank, October 9, 2025), and operational satisfaction and usage data informs ongoing adjustments to programs and services as well as system enhancements to improve the student experience. Each year student fees support student-focused teams and their work to support the student experience at UCalgary. In 2024-25 for example, Year 1 implementation of the Student Wellness, Access and Support Review resulted in 31% greater access to mental health appointments (counselling) as well as the decision to move to a single Electronic Health Record system (EHR) which will address barriers to accessing appointments online in the upcoming year. In addition, the move to a single EHR will enhance communication and information sharing in support of student care, where appropriate.

The fee directly supports the student experience by enhancing accessibility and quality of services as part of an integrated network of programs and services supported by interprofessional, interdisciplinary teams.

6. How Fee Revenue and Expenses are Reported

To ensure that students are well-informed about the allocation and use of their fees, UCalgary publishes this report on its [website](#). This report provides a comprehensive summary of fee revenue, detailing all sources of income and outlining both direct and indirect expenses. The report includes a comparison between actual expenditures and the approved budget. By making this information publicly available, the report fosters transparency and accountability, reinforcing the university's commitment to responsible fee management. It also supports ongoing communication with the student body, demonstrating how the fee funds are effectively managed and spent to enhance the student experience.

Table 1 – Annual Report on MNIF Revenue and Expenses for the fiscal year ending March 31, 2025

\$ dollars	FY25 Budget	FY25 Actual	Variance
Revenue			
MNIF Revenue	21,990,566	21,422,122	(568,444)
Government Funding	-	-	-
Other Revenue	2,157,888	3,481,065	1,323,177
Total Revenue	24,148,454	24,903,187	754,733
Expense			
<u>Direct</u>			
Student Enrolment, Registral and Financial Services	5,056,943	5,604,377	(547,434)
Graduate Student Support Services	4,906,065	4,940,792	(34,727)
Student Care and Support Services	810,237	843,484	(33,247)
Academic, Learning and Career Services	6,072,369	5,419,801	652,568
Health and Wellness Services	3,274,573	3,270,345	4,228
Campus Safety Services	1,036,216	2,153,341	(1,117,125)
International Student Services	1,650,757	2,554,968	(904,211)
Specialized Support Services	544,907	559,045	(14,138)
Sub-total Direct Expense	23,352,067	25,346,153	(1,994,086)
Sub-total Indirect Expense	9,340,827	10,138,462	(797,635)
Total Expense	32,692,894	35,484,615	(2,791,721)
Surplus / (Deficit)	(8,544,440)	(10,581,428)	(2,036,988)

7. Why Spending Was Different from the Plan

The variances between budgeted (planned) and actual spending for the Student Services Fee are largely driven by in-year operational changes, such as staff turnover, staff leaves and required backfills, changes in demand for services, and other one-time adjustments. These types of changes are typically not reflected in the board-approved budget, which serves as the baseline comparator.

For instance, *Other Revenue* for Fiscal Year 2025 (FY25) was 61.3% higher than budgeted. This variance was largely driven by a one-time surplus distribution from our main insurance provider and an increase in convocation revenues.

The 107.0% increase in *Campus Safety Services* expenses was primarily the result of transferring the insurance surplus to the institutional department, along with increases in staff complement and compensation in the Emergency Health & Services group.

The 54.8% variance in *International Student Services* was driven by a restructuring that transferred employees from the International Department in the President's Office to the Study Abroad Department in FY25.

The 10.8% variance in *Student Enrolment, Registrarial and Financial Services* reflects a restructuring that moved staff from Student Experience and Support (SES) to the Registrar's Office (RO) in FY25.

Finally, the (-10.8%) variance in *Academic, Learning, and Career Support Services* was driven by a change in fund allocation for Student Accessibility Services, as costs related to supporting students with disabilities are now reported under a separate grant from the Government of Alberta.

Athletics Fee Report

Category	Description
Fee Name	Athletics Fee
Fee Type	Non-Third Party
Fee Purpose	Funds varsity athletics and provides free admission to games
Fee Structure	Varies by student level, term, and full-time / part-time status
Fee Eligibility	Exempt for students completing all courses off-campus
Fee Year	2024-25

Fee Rates By Level	Term	Part-time Per Term	Full-time Per Term
Undergraduate	Spring / Summer	-	-
Undergraduate	Fall / Winter	\$61.96	\$61.96
Graduate	Annual	\$61.96	\$61.96

1. Why This Report Exists

This report reflects UCalgary's commitment to transparency and accountability in the administration of Mandatory Non-Instructional Fees (MNIFs). These fees fund services outside the classroom that support students in completing their programs. As required by the [Tuition and Fees Regulation](#), the report compares fee revenue to the cost of delivering related services. It follows a consistent financial methodology across all MNIFs, including how direct and indirect costs are treated. Fees are governed by provincial legislation and university oversight committees. Definitions are provided in [Appendix A](#), and additional context is available on the [Tuition and Fees Reporting](#) website. Services described are typically available during regular university hours, with extended access based on student demand.

2. What the Fee Supports

This fee gives students free access to all Dinos varsity games and competitive club events, helping build school spirit and strengthen campus community. It also supports varsity athletics by funding team operations, including coaching, travel, facility rentals, equipment, and athlete scholarships. By investing in these areas, the fee enhances the quality of university sports and supports student-athletes in balancing academics and competition. These services are part of a coordinated support system that helps students stay engaged, connected, and successful during their time at UCalgary.

Dinos Athletics Operations

Dinos Athletics plays a central role in shaping student life by fostering school pride, community spirit, and a shared identity among students by delivering 23 varsity sports. Through the support of the athletic fee, students benefit from access to Canada West league structures, national and conference-level competitions, and a wide range of sporting events. The fee also supports 11 competitive club programs, offering approximately 200 opportunities for students to participate in high-level sport and represent the University of Calgary in intercollegiate competition.

Service Activity at a Glance	2024-25
Varsity student-athletes	575
Competitive Club student-athletes	200
Academic All-Canadians (2023-24)	180
Instagram content views	3,400,000

Excellence & Sports Science

The Excellence and Sports Science program enhances the performance and well-being of student-athletes through services such as athletic therapy, strength and conditioning, and mental

performance support. The program also connects students to cutting-edge research and experiential learning opportunities within the Faculty of Kinesiology and beyond. In addition to supporting student-athlete development, the fee enables participation in playoff and championship events, both at UCalgary and other post-secondary institutions across Canada.

Service Activity at a Glance	2024-25
Athletic Therapy clinic appointments	4,084
Physician appointments	807
Engaged in applied learning projects	12

Events & Programming

The Athletics Fee funds vibrant campus traditions and large-scale events that enrich the student experience and build community. These include flagship events such as KICKOFF, Crowchild Classic, Pack the Jack, and Block Party. Students also benefit from over 150 on-campus employment opportunities and free admission to more than 100 home games and athletic events annually, making Dinos Athletics a visible and accessible part of campus life.

Service Activity at a Glance	2024-25
Athletics event attendance	46,277
Students attending sports events	10,015
Total student employment opportunities	150+
On-campus event job opportunities	50

Varsity Sports

The Athletics Fee supports varsity student-athletes who compete on 23 teams across a wide range of sports. All students enjoy free admission to preseason, regular season, and select playoff home games, with over 100 events held each year. Varsity programming also promotes leadership and community involvement, with student-athletes and coaches engaging in outreach activities that support local sport, wellness, and youth initiatives. Additionally, the streaming of games ensures all students can support the Dinos, regardless of their location or schedule.

Service Activity at a Glance	2024-25
Varsity events hosted	110
Varsity home events broadcast live	101
Major Award winners	20
U SPORTS All-Canadians	22
Canada West All-Stars	73

3. How the Fee is Spent

The Athletics Fee was allocated to cover the operational costs associated with varsity sports teams, including expenses for travel, administrative and coaching staff salaries, and essential equipment costs. A portion of the fee also contributed to the rental, maintenance and ongoing upgrades of athletic facilities such as the Jack Simpson Gymnasium, McMahon Stadium, and Father David Bauer Arena. Additionally, it supported the purchase of new equipment and technology for the teams to stay competitive. Beyond the teams themselves, the fee helped provide free student access to athletic games, promoting a sense of community and school spirit on campus, and creating an inclusive environment for all students to engage with varsity sports.

4. How Students Engaged with Campus Athletics

Student engagement with campus athletics remained strong throughout the year, with many attending varsity games. Feedback from student-athletes highlighted that the Athletics Fee played a

crucial role in supporting their training, competition, and overall athletic development. Students also appreciated access to varsity games at no cost, and many expressed an interest in seeing an expansion of fan engagement activities. This demonstrated a continued desire for increased connection with the athletics programs and further opportunities to participate in the campus sports community.

5. How the Fee Improved Student Life

The Athletics Fee had a significant positive impact on student life by fostering a sense of pride, unity, and connection to the university. Free access to varsity games allowed students to engage with the athletic programs without incurring additional expenses, which in turn helped create a vibrant and energetic campus atmosphere. In addition to supporting the performance of varsity teams, the fee also provided valuable opportunities for student-athletes to excel in their training and competitions. Furthermore, the funding supported a range of school spirit initiatives that encouraged student participation in campus sports activities, deepening the sense of belonging and solidarity among students and reinforcing their connection to the university community.

6. How Fee Revenue and Expenses are Reported

To ensure that students are well-informed about the allocation and use of their fees, UCalgary publishes this report on its [website](#). This report provides a comprehensive summary of fee revenue, detailing all sources of income and outlining both direct and indirect expenses. The report includes a comparison between actual expenditures and the approved budget, highlighting any surpluses or deficits and explaining the reasons for any significant variances. By making this information publicly available, the report fosters transparency and accountability, reinforcing the university's commitment to responsible fee management. It also supports ongoing communication with the student body, demonstrating how the fee funds are effectively managed and spent to enhance the student experience.

Table 2 – Annual Report on MNIF Revenue and Expenses for the fiscal year ending March 31, 2025

\$ dollars	Budget	Actual	Variance
Revenue			
MNIF Revenue	3,515,895	3,601,762	85,867
Government Funding	-	-	-
Other Revenue	1,258,827	1,404,064	145,237
Total Revenue	4,774,722	5,005,826	231,104
Expense			
<u>Direct</u>			
Dinos Athletics Operations	989,689	1,057,304	(67,615)
Excellence & Sports Science	1,313,765	1,065,022	248,743
Events & Programming	1,019,962	1,133,274	(113,312)
Varsity Sports	2,659,633	3,049,563	(389,930)
Sub-total Direct Expense	5,983,049	6,305,163	(322,114)
Sub-total Indirect Expense	2,393,220	2,522,065	(128,845)
Total Expense	8,376,269	8,827,228	(450,959)
Surplus / (Deficit)	(3,601,547)	(3,821,402)	(219,855)

7. Why Spending Was Different from the Plan

There was a slight variance in spending for the Athletics Fee, mainly due to higher-than-anticipated travel expenses for the varsity teams. The increased number of students participating in competitive sports events led to additional travel and accommodation expenses, exceeding initial forecasts.

Campus Recreation Fee Report

Category	Description
Fee Name	Campus Recreation Fee
Fee Type	Non-Third Party
Fee Purpose	Provides access to recreational facilities, programs, and services
Fee Structure	Varies by student level, term, and full-time / part-time status
Fee Eligibility	Exempt for students completing all courses off-campus
Fee Year	2024-25

Fee Rates By Level	Term	Part-time Per Term	Full-time Per Term
Undergraduate	Spring / Summer	-	-
Undergraduate	Fall / Winter	\$46.17	\$46.17
Graduate	Annual	\$138.52	\$138.52

1. Why This Report Exists

This report reflects UCalgary's commitment to transparency and accountability in the administration of Mandatory Non-Instructional Fees (MNIFs). These fees fund services outside the classroom that support students in completing their programs. As required by the [Tuition and Fees Regulation](#), the report compares fee revenue to the cost of delivering related services. It follows a consistent financial methodology across all MNIFs, including how direct and indirect costs are treated. Fees are governed by provincial legislation and university oversight committees. Definitions are provided in [Appendix A](#), and additional context is available on the [Tuition and Fees Reporting](#) website. Services described are typically available during regular university hours, with extended access based on student demand.

2. What the Fee Supports

The Campus Recreation Fee provides students with access to a diverse range of recreational facilities, programs, and services offered through Active Living and Outdoor Centre. This includes access to the Fitness Centre, Track (200-metres), Gold Fitness Alcove, Aquatic Centre, Racquet Centre, Outdoor Centre - Climbing Wall and Bouldering Area, Client Services, Change Rooms (including steam rooms), Gymnasiums, Olympic Oval (ice and track), and outdoor courts for tennis, pickleball, basketball, and more.

The fee supports the operation, maintenance, and delivery of recreational opportunities that promote physical, mental, and social well-being – key factors that contribute to academic success. It allows students to participate in diverse activities at a significantly reduced cost compared to standard industry membership rates.

Aquatic Centre

The Aquatic Centre is a dynamic space centered around a 50-metre competition pool that can transform into various lengths to accommodate a wide variety of student needs, from recreation to high performance. Students can enjoy lane swims for relaxation and health, participate in structured swim lessons to develop essential water safety skills, or pursue advanced certifications such as Lifeguarding and First Aid. Supervised by qualified staff, many of whom are students, the Aquatic Centre fosters a safe, inclusive environment that promotes wellness and equips students with lifelong aquatic skills.

Outdoor Centre - Climbing Wall and Bouldering Area

The Climbing Wall (13-meters) and Bouldering Area offer students an exciting introduction to indoor adventure in a safe and unique environment. Designed to challenge both beginners and seasoned

climbers, these facilities support a physically engaging pursuit that develops strength, balance, and mental resilience.

Beyond the physical challenge, the climbing experience builds confidence, perseverance, and a strong sense of community, fostering meaningful connections among students. Whether bouldering or climbing knowledgeable staff are always available for guidance and coaching, ensuring that climbers feel supported as they push their limits and explore new heights. Before climbing independently, students are required to complete a belay test. This assessment, which is included with the student membership, ensures they can demonstrate their ability in essential climbing and belaying techniques.

Fitness Centre(s) – Fitness Centre, Track (200-metre), Gold Fitness Alcove, Women’s Only and Sensory-Friendly

The Fitness Centre is a world class facility and is one of the most popular in Active Living among students, offering a diverse selection of cardio equipment, weight machines, and free weights to accommodate all fitness levels and goals. With its open atmosphere and knowledgeable staff - most of whom are students, the Fitness Centre fosters physical wellness, stress relief, social interaction, and the development of lifelong healthy habits.

Students also have access to a six-lane, 200-metre indoor track, providing an ideal space for walking, jogging, or running year-round in a climate-controlled environment. Especially popular during winter, the track helps students maintain consistent activity and build endurance.

For a more specialized workout experience, the Gold Fitness Alcove, located in the Gold Gymnasium, offers a dedicated space for circuit training, functional fitness, and high intensity exercises. With its inviting setting and specialized equipment, it is perfect for students seeking a focused environment for their workouts.

In addition, Women’s Only Open Workout Time is available in the High Performance Studio (KNA 17). This dedicated space is designed for students who identify as women to enjoy a private and supportive workout space outside the main Fitness Centre.

To support students with neurosensitivity, Sensory Friendly Open Workout Time is offered in the Research Exercise Centre (KNB 90) at designated times. This space features soft lighting, a no-music policy (headphones only), a reduced capacity, and a strictly enforced drop-free zone to minimize noise and distractions creating a calm and controlled environment for physical activity.

Kinetix Fitness & Wellness Centre

Located at the Foothills Campus, the Kinetix Fitness & Wellness Centre comprises two facilities designed to serve students enrolled in health-related programs. By integrating fitness and wellness services, Kinetix supports both physical and mental well-being.

The Kinetix Fitness Centre features state-of-the-art cardio machines, strength equipment, and free weights, while the Health Sciences Centre Gym is tailored for heavier lifting, equipped with everything needed for advanced strength training.

As Kinetix is a satellite facility created, owned, and funded by the Faculty of Medicine, to serve the Foothills Campus community - students pay an additional fee for a Kinetix membership, the funds transferred is the campus recreation fee per student who purchased a Kinetix membership for the school year, subsidizing their total cost. Their student membership also includes Active Living facilities.

Olympic Oval

The Olympic Oval is a legacy facility from the 1988 Winter Olympics, standing as one of the most unique and iconic recreation spaces on campus. Students enjoy access to drop-in skating on the 400-

metre speed skating long track and drop-in running on the 450-metre indoor track, immersing themselves in a world-class venue that blends recreational enjoyment with personal fitness.

Beyond its athletic offerings, the Oval hosts seasonal events, drop-in skating, and high-performance training programs, fostering both excellence and inclusivity. Its historic and elite atmosphere inspires students to push their limits, while also serving as a dynamic, accessible space for leisure, social engagement, and community connection.

Racquet Centre (Outdoor Courts)

The Racquet Centre provides access to international-quality squash, racquetball/handball and modified pickleball courts, enabling students to engage in both recreational and competitive racquet sports. Students can book courts, rent equipment, or participate in instructional programs and leagues that develop technique and strategy. These fast-paced activities enhance agility, coordination, and cardiovascular fitness while also fostering social interaction and friendly competition. Whether students are new to racquet sports or experienced players, the centre offers a flexible and inclusive environment that encourages both skill development and fun.

In addition, students have access to outdoor courts, including tennis, pickleball and basketball courts. These spaces are also bookable, with equipment available for rent at the Active Living Client Services. The outdoor courts expand the variety of recreational opportunities available, supporting student well-being and encouraging active lifestyles throughout the year.

Student & Client Services – Client Services, Gymnasiums, Change Rooms (Steam Rooms)

The Active Living Client Services desk is the central hub for all things Active Living, staffed by knowledgeable and friendly team members - most of whom are students. They assist with check-ins, program registrations, membership services, locker rentals, sports equipment rentals, towel service, and more, ensuring students have seamless access to recreational opportunities and campus wellness resources. With a commitment to excellent service, Client Services makes navigating Active Living simple and convenient, supporting students in maximizing their campus experience.

Multiple gymnasiums provide space for a variety of drop-in sports and recreational activities, including basketball, volleyball, badminton, pickleball, soccer, and more. Students can bring friends for a casual game or join a pick-up match to connect with new people, fostering both social interaction and passive recreation.

Students have access to well-maintained change rooms and steam rooms, designed for comfort and convenience. With thousands of lockers, students can either rent one or bring their own lock for day-use storage. Additionally, two private gender-neutral change and shower rooms are available, ensuring an inclusive and accessible space for all.

Active Living Operations

The oversight and administration of Active Living encompass key areas such as leadership, financial management, information technology support, marketing and communication, as well as overarching maintenance and continuous enhancements to support the student experience, such as activating study spaces with walking desk treadmills. These essential functions ensure seamless operations, strategic management, and an engaging experience for students.

3. How the Fee is Spent

The Campus Recreation Fee supports the operation, maintenance, and delivery of a wide range of recreational opportunities across campus facilities, as well as student-specific programs and services. This funding covers essential expenses such as staffing, infrastructure, equipment, ongoing maintenance and repairs, materials and supplies, marketing and communications, recreational software, and facility enhancements, ensuring an exceptional experience for students.

Examples of expenditures include lifecycle and new fitness equipment, pool chemicals and mechanical repairs, frontline staffing, and renewing spaces like new lockers and epoxy flooring in the Change Rooms. These investments help ensure a high-quality, inclusive, and accessible recreational experience for all students.

4. How Students Engaged with Campus Recreation

Student engagement in campus recreational activities remained exceptionally high throughout the year, with substantial participation across all Active Living facilities. Students' passion and commitment to Active Living ensure that these spaces are well-utilized and valued. Many recognize the benefits of physical activity—not just for physical wellness, but also for mental and social well-being, all of which support their student experience and academic success.

Additionally, student-specific programs such as Active Living Days, Intramurals, and services like locker and sport equipment rentals saw considerably high engagement. Students also expressed appreciation for ongoing facility improvements, made possible through the fee, reinforcing the importance of continued investment in campus recreation. This engagement reflects a strong commitment to health, wellness, and campus community connection, contributing to a more vibrant, active, and engaged campus.

Service Activity at a Glance	2024-25
Total student check-ins and registrations into an Active Living facility or program	487,005
Total student check-ins for drop-in at the Aquatic Centre, Bouldering Area, Climbing Wall, Gymnasiums, Women's Only Workout, Sensory Friendly Workout	58,811
Total unique individual students who have accessed an Active Living facility or program	19,321
Total student Fitness Centre and Track check-ins	396,020
Total student Racquet Centre court bookings	11,113
Total student Kinetix Fitness & Wellness Centre memberships	262
Total student visits for drop-in skating and running at the Olympic Oval	6,089
Total students employed in Active Living	706

5. How the Fee Improved Student Life

The Campus Recreation Fee played a vital role in enriching student life, offering a wide range of opportunities for students to stay active - physically, mentally, and socially - while staying connected to the campus community. By fostering healthy habits, stress management, and a strong sense of well-being, the fee helped students build lasting wellness practices that extend beyond their university years.

In addition to providing access to high-quality, well-maintained spaces, the fee also supported diverse recreational programs and services, catering to a broad spectrum of student interests and creating an inclusive, accessible environment for all. All initiatives funded through the fee ensured that students could engage in recreation in various ways, including Sensory-Friendly and Women's-Only Open Workout Times, Active Living Day events, family memberships, Outdoor Centre program discounts and gear rentals, the Student Active Incentive, as well as practicum and volunteer placement opportunities.

Ultimately, the Campus Recreation Fee contributed to a thriving, well-rounded student experience. Even those who may not actively participate in recreation services acknowledged their value, recognizing the broader societal benefits of accessible campus wellness opportunities.

Active Living Student Experience Survey 2025 (5,035 respondents) indicates high satisfaction and also provides valuable feedback and recommendations to enhance the student experience and drive continuous improvement.

Active Living Student Experience Survey (5,035 respondents)	Biennial 2025
Agree to Strongly Agree - it is important for all students to have recreational opportunities for their mental, physical and social wellbeing	96%
Agree to Strongly Agree - having recreation opportunities on campus (although I may not use them) is important to the overall student experience as it has societal benefits	95%
Agree to Strongly Agree - that living an active lifestyle is important for academic performance	91%

6. How Fee Revenue and Expenses are Reported

To ensure that students are well-informed about the allocation and use of their fees, UCalgary publishes this report on its website. This report provides a comprehensive summary of fee revenue, detailing all sources of income and outlining both direct and indirect expenses. The report includes a comparison between actual expenditures and the approved budget, highlighting any surpluses or deficits and explaining the reasons for any significant variances. By making this information publicly available, the report fosters transparency and accountability, reinforcing the university's commitment to responsible fee management. It also supports ongoing communication with the student body, demonstrating how the fee funds are effectively managed and spent to enhance the student experience.

Table 3 – Annual Report on MNIF Revenue and Expenses for the fiscal year ending March 31, 2025

\$ dollars	Budget	Actual	Variance
Revenue			
MNIF Revenue	3,339,125	3,397,534	58,409
Government Funding	-	-	-
Other Revenue	1,318,979	1,480,175	161,196
Total Revenue	4,658,104	4,877,709	219,605
Expense			
<u>Direct</u>			
Aquatic Centre	956,483	937,547	18,936
Outdoor Centre Climbing Wall and Bouldering Area	159,555	166,287	(6,732)
Fitness Centre(s)	836,317	873,495	(37,178)
Kinetix Fitness & Wellness Centre	23,090	44,965	(21,875)
Olympic Oval	32,157	32,157	-
Racquet Centre	317,590	269,127	48,463
Student and Client Services	1,084,675	1,509,800	(425,125)
Active Living Operations	837,240	837,695	(456)
Sub-total Direct Expense	4,247,107	4,671,073	(423,966)
Sub-total Indirect Expense	1,698,843	1,868,430	(169,587)
Total Expense	5,945,950	6,539,503	(593,553)
Surplus / (Deficit)	(1,287,846)	(1,661,794)	(373,948)

7. Why Spending Was Different from the Plan

There were minor variances between the budgeted and actual spending for the Campus Recreation Fee, primarily due to increased student participation and the unscheduled maintenance and repairs required for aging infrastructure. These factors led to higher-than-expected costs for facility upkeep and additional staffing needs.

While the growing demand for recreational activities is a positive development, it necessitates more resources to sustain growth. With annual inflation and salaries/wages continuing to rise, expenses have exceeded initial projections. Despite these adjustments, overall spending remained within an acceptable range, ensuring students continued to receive high-quality recreational opportunities without surpassing the allocated budget.

Law Career Services Fee Report

Category	Description
Fee Name	Law Career Services Fee
Fee Type	Non-Third Party
Fee Purpose	Supports funding additional career advisor, increasing services such as coaching and job search support
Fee Structure	Varies by student level, term, and full-time / part-time status
Fee Eligibility	Applies to all Juris Doctor (JD) program students
Fee Year	2024-25

Fee Rates By Level	Term	Part-time Per Term	Full-time Per Term
Undergraduate	Spring / Summer	-	-
Undergraduate	Fall / Winter	\$75	\$75
Graduate	Annual	-	-

1. Why This Report Exists

This report reflects UCalgary's commitment to transparency and accountability in the administration of Mandatory Non-Instructional Fees (MNIFs). These fees fund services outside the classroom that support students in completing their programs. As required by the [Tuition and Fees Regulation](#), the report compares fee revenue to the cost of delivering related services. It follows a consistent financial methodology across all MNIFs, including how direct and indirect costs are treated. Fees are governed by provincial legislation and university oversight committees. Definitions are provided in [Appendix A](#), and additional context is available on the [Tuition and Fees Reporting](#) website. Services described are typically available during regular university hours, with extended access based on student demand.

2. What the Fee Supports

This fee supports the dedicated career and professional development office for law students. The office connects students with summer jobs, articling opportunities, career coaching, and legal networking events. It also offers targeted resources to support career planning and job searches, including résumé and cover letter reviews, mock interviews, mentorship programs, and employer sessions tailored to the legal field. These services are part of an integrated support system that helps students build professional skills, make informed career decisions, and prepare for success in the legal profession.

Career Events

The Career and Professional Development Office facilitates numerous events throughout the academic year to support students in achieving their career goals. Events include large-scale networking events (ranging from 100+ to 400 guests), skill development workshops, information sessions, panel discussions, judicial clerkship events, and practice-specific career events. These events provide UCalgary Law students with the opportunity to engage directly with legal employers and engage in networking vital to securing summer law and articling positions, and further their understanding of the legal employment landscape.

Service Activity at a Glance	2024-25
Number of major networking-focused events held (May 1, 2024 – April 30, 2025)	4
Number of non-networking events held (information sessions, panel discussions, and workshops)	22
Number of Clerkship events	4
Number of practice-specific career events held	5

Career Advising

Student career advising is a core component of the CPDO's portfolio. Law students across all years and programs of study are encouraged to book advising appointments to support their career development, including support with applications, interview preparation, job searches, and general career coaching. The opportunity to engage one-on-one with a professional career advisor ensures students feel supported throughout their degree in navigating legal recruitment and finding an articling placement.

Service Activity at a Glance	2024-25
Total Number of Appointments (May 1, 2024 – April 30, 2025)	831
Number of Resume and Cover Letter Review Appointments	335
Number of Mock Interview Appointments	137
Number of Interview Preparation Appointments	65
Number of Other Appointment Types	251

Career Resource Development & Maintenance (CPDO) has developed several comprehensive resources designed to help law students navigate their career development and gain skills necessary for success in the legal profession. These resources provide guidance on topics such as resume and cover letter building, networking, job search strategies, and interview preparation. Through these resources, students are introduced to various career paths within the legal field, offering insights into law firms, public interest organizations, government positions, and more. This service is essential for students who are looking to take a proactive approach in planning their careers and securing meaningful opportunities.

Law Student Job Board

The CPDO maintains an active job board exclusively available to UCalgary Law students and alumni. This job board is used to share law student employment opportunities directly with students, including summer law positions, articling positions, clerkships, research assistant positions, and other opportunities specifically for law students. Staff liaise directly with legal employers to solicit job postings to be shared with students via the internal job board. Numerous internal employer contact databases are maintained by the CPDO to support this liaising, and to support students in researching potential legal employers.

Service Activity at a Glance	2024-25
Total number of jobs posted on UCalgary Law internal job board (May 1, 2024 – April 30, 2025)	473
Number of Articling positions posted on internal job board (May 1, 2024 – April 30, 2025)	217
Number of Summer Law Positions posted on internal job board (May 1, 2024 – April 30, 2025)	196
Number of Clerkship Positions posted on internal job board (May 1, 2024 – April 30, 2025)	14

Law School Survey

The CPDO does an end of year survey for students completing their 1st and 2nd years of law school. Relevant response statistics are below.

- 79% of students indicated they were satisfied with the workshops, sessions, panels, information sessions offered by the Career and Professional Development Office, and 15% were somewhat satisfied.
- 89% of students indicated that the CPDO team was either very available or available to them. 11% indicated somewhat available, and 0% indicated not available.
- 92% of 2L students were either very satisfied or satisfied with the career advising/coaching services of the CPDO.

3. How the Fee is Spent

The revenue from the Law Career Services Fee was primarily allocated to covering the operational costs of the law career services office, in particular the hiring of a second senior career advisor in the office to provide guidance and support to students throughout their job search. This increased aid to students in their job search allows more flexibility to have employer networking events and workshops focusing on job applications, interview preparation, and resume building, all of which are critical in helping students stand out in the competitive legal job market. A second career advisory increases opportunities for mentorship programs and professional development initiatives, ensuring that students had the tools and support they needed to successfully navigate the transition from law school to legal practice.

4. How Students Engaged with Career Services

Student engagement with the law career services office remained strong throughout the year. JD students reported positive feedback regarding the personalized support they received, particularly highlighting how the tailored resources and one-on-one career coaching helped them secure positions and navigate the complex legal job market. Many students expressed how the individualized attention from career advisors made them feel more confident and prepared during their job search efforts. The availability of specialized resources, such as interview coaching and job search strategies, was especially valued, as it helped students tailor their approach to the specific needs of the legal profession. This engagement was a testament to the importance of career services in supporting students as they transitioned into their professional careers.

5. How the Fee Improved Student Life

The Law Career Services Fee had a profound impact on the experiences of JD students by providing them with increased access to essential tools and resources to succeed in their careers. By funding an additional career advisor, this gives students increased access to career coaching, employer networking events, and professional development workshops. The fee has played a key role in preparing students for a successful transition from academic to professional life. The career services office offered critical guidance, helping students navigate the often competitive and challenging legal job market. Students expressed a high level of satisfaction with the services available to them, particularly the opportunities to connect with employers and gain insights into the skills and qualifications necessary for success in the field. Overall, the fee enhanced student life by ensuring that students were well-prepared for the next step in their professional journeys.

6. How Fee Revenue and Expenses are Reported

To ensure that students are well-informed about the allocation and use of their fees, UCalgary publishes this report on its website. This report provides a comprehensive summary of fee revenue, detailing all sources of income and outlining both direct and indirect expenses. The report includes a comparison between actual expenditures and the approved budget, highlighting any surpluses or deficits and explaining the reasons for any significant variances. By making this information publicly available, the report fosters transparency and accountability, reinforcing the university's commitment to responsible fee management. It also supports ongoing communication with the student body, demonstrating how the fee funds are effectively managed and spent to enhance the student experience.

Table 4 – Annual Report on MNIF Revenue and Expenses for the fiscal year ending March 31, 2025

\$ dollars	Budget	Actual	Variance
Revenue			
MNIF Revenue	58,000	60,825	2,825
Government Funding	-	-	-

\$ dollars	Budget	Actual	Variance
Other Revenue	-	-	-
Total Revenue	58,000	60,825	2,825
Expense			
Direct Expense	139,971	122,147	17,824
Indirect Expense	55,988	48,859	7,129
Total Expense	195,959	171,006	24,953
Surplus / (Deficit)	(137,959)	(110,181)	27,779

7. Why Spending Was Different from the Plan

The fee was meant to cover the salary and benefits of an additional career advisor. The fee collected is not sufficient to cover these costs.