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2024-25

Year-in-Review



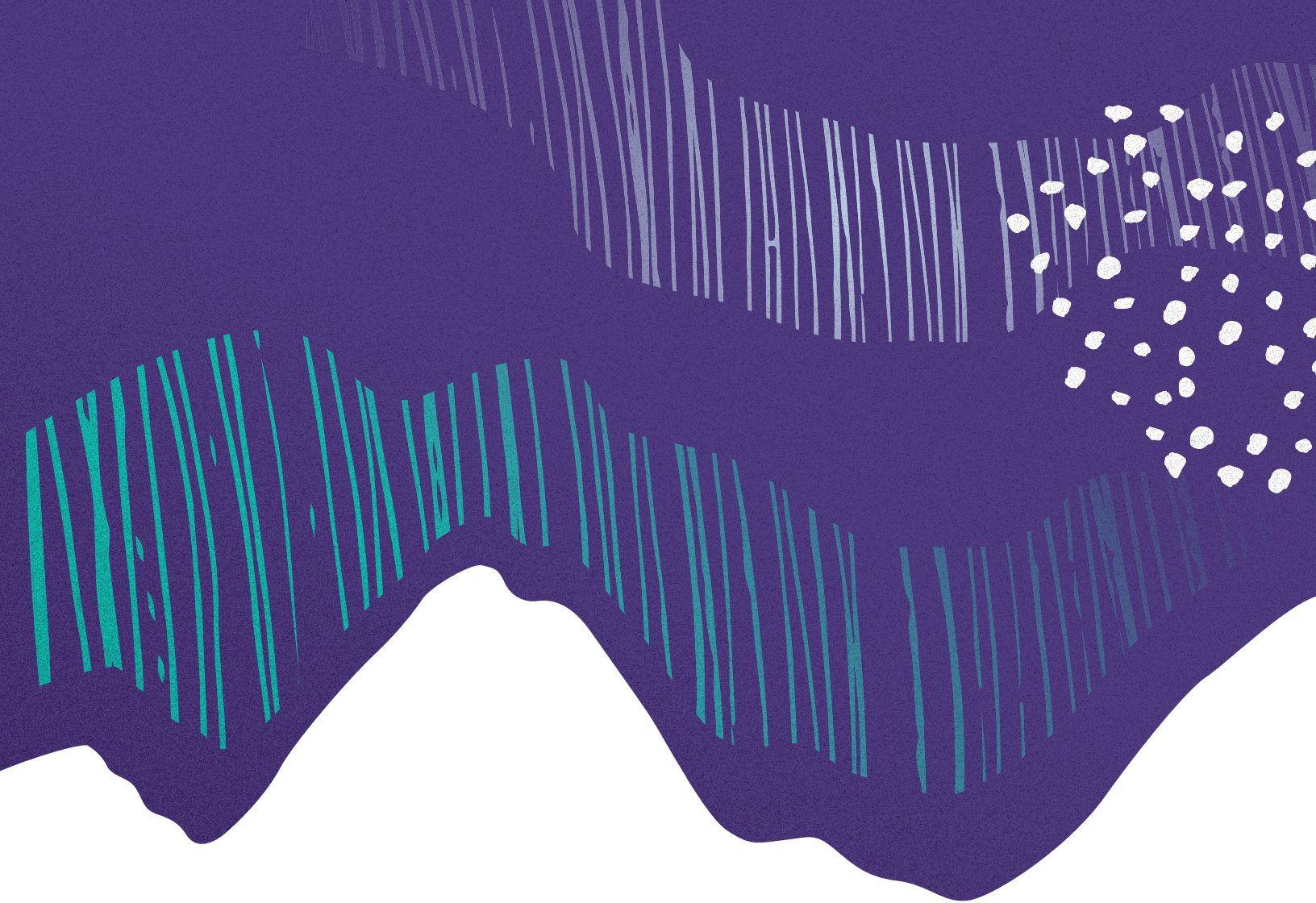


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Message from the Chair, Board of Governors

David Morrison

On behalf of the Board of Governors, I am pleased to present Yukon University's Year-in-Review for 2024–25. This report marks the third year of progress under our 2022–27 Strategic Plan, *BECOMING*, and outlines key milestones achieved as Yukon University continues to grow into its identity as Canada's first university North of 60°.

This year, we proudly released *Breaking the Dawn*, YukonU's first Reconciliation Framework, in fall 2024. Years in the making and shaped by the knowledge and commitment of many across the institution and the territory, *Breaking the Dawn* represents a major step in our commitment to truth, reconciliation and decolonization. Its release underscores YukonU's deepening responsibility to reflect and serve the peoples and communities of the North with humility, honesty and care.

The Board also celebrated Yukon University's appointment to Universities Canada in 2024—an important national recognition that affirms YukonU's role and responsibilities within the broader Canadian post-secondary landscape.

After years of planning and development, we finalized approvals for the Polaris Project, YukonU's first purpose-built science building, which will be completed in 2027. This transformational project will strengthen Yukon University's capacity and create expanded opportunities for northern students in science and innovation.

The Board also marked a significant leadership transition in 2024 as we thanked Chancellor *Jamena* James Allen for his years of distinguished service and warmly welcomed incoming chancellor *Shaan Tlein* Carol Geddes, a trailblazer in Yukon arts, education and Indigenous advocacy. We look forward to working with Chancellor Geddes as we continue to expand YukonU's impact and visibility across the North and beyond.

This year's Convocation celebrated the Class of 2024, including 206 graduates from across the territory and the North. We were honoured to present an honorary degree to Stanley Njootli Sr., a respected Vuntut Gwitchin Elder and community educator, in recognition of his lifelong dedication to education, culture and leadership. His presence and words were a profound reminder of the importance of land, language and legacy in all that we do.

The Board of Governors remains proud of YukonU's ongoing evolution and is deeply committed to inclusive education, northern leadership and reconciliation. I want to express my sincere thanks to the Board members who have contributed their time and leadership throughout the year. The Board warmly welcomed our newly appointed governors Sharon Shadow, Jennifer Telford and Michelle Parsons in 2024.

As we look ahead, the Board of Governors remains energized by YukonU's momentum and inspired by the strength of our students, faculty, staff and partners. We are confident that the path we are on—guided by the goals of *BECOMING*—will lead Yukon University forward with purpose, clarity and bold northern leadership.



Message from the president and vice-chancellor

Dr. Lesley Brown

At Yukon University, people remain at the centre of all we do. The 2024–25 year was a profound one—rooted in connection, re-connection, learning and unlearning. As we continue our journey as Canada's first university North of 60°, we recognize the deep ongoing work that has brought us to this point, and the responsibility we carry as we step into what comes next.

This year we released *Breaking the Dawn*, the Yukon University Reconciliation Framework, one of our most significant milestones. This defining document reflects years of listening, relationship building and shared vision. Over the past year, we took time to engage more deeply with the Framework—not just reading it, but reflecting on how it can guide our everyday decisions and relationships. We acknowledge that this work did not begin with us; for many, it has been ongoing for years. At the same time, we recognize that within the Yukon University community, people are at different points along their personal and professional journeys with reconciliation. That reality brings tension, but also opportunity for honest reflection, respectful dialogue and shared growth. As university leadership, our role is to listen, to learn and to do the ongoing work of aligning our actions with the values the Framework calls us to uphold. We are committed to approaching this with humility, care and a willingness to be changed by what we learn.

Personally, this has meant listening deeply to colleagues and learning from their experiences. It has meant asking questions, unlearning assumptions and taking time to connect more intentionally with faculty, staff and students. I have travelled to our community campuses and met with Yukon First Nations leaders and citizens, again to listen, but also to understand what's working—and where we still need to grow. This ongoing learning process strengthens our foundation and ensures this work is not symbolic, but embedded in how YukonU shows up for the North.

This year also brought important moments of recognition and celebration. At Convocation 2024, we honoured Stanley James Njootli Sr. with YukonU's honorary doctorate degree. A leader, knowledge holder and tireless advocate for the Vuntut Gwitchin, Stanley's work has shaped generations and reflects the kind of impact we hope our students will have in their own communities. His presence at Convocation was a powerful reminder that the heart of education is about responsibility and relationships.

Another proud moment was our appointment to Universities Canada in fall 2024. This national recognition reflects the aspirations of my predecessors and tireless efforts of faculty

members and staff who contributed to the rigorous application process. It affirms the quality of our academic offerings and unlocks new opportunities in degree development, accreditation of professional programs and national collaborations that otherwise would not be possible. Universities Canada recognized that Yukon University brings something unique to the post-secondary landscape—a northern model of education rooted in place and partnership. We are keen to share northern views and experiences with other universities across the country.

This year the Polaris Project gained momentum. Our first purpose-built science building is now fully approved and set for completion in 2027. This transformational project will significantly strengthen capacity in science and innovation, and will allow us to continue to meet the needs of Yukon's growing population and resource-based economy.

This year also marked a beautiful moment of cultural celebration with the Chancellor's Potlatch, honouring outgoing chancellor *Jamena* James Allen. This formal potlatch brought together community, Elders, leaders and learners to witness, celebrate, sing, dance and give thanks. The event was both a reflection of tradition and a signal of change—grounded in sharing, gratitude and relationship. We are deeply thankful to Chancellor Allen for his many contributions, and grateful for his continued connection to YukonU.

We now look ahead with excitement as we welcome incoming chancellor *Shaan Tlein* Carol Geddes. A respected filmmaker, cultural advocate and long-time contributor to arts, education and Indigenous storytelling in the North, Chancellor Geddes will help guide YukonU with wisdom, strength and a deep understanding of what it means to stay connected to community and place.

The constant that connects all of these milestones is the strength of our people. Our faculty, staff, students and community partners define Yukon University as a place of shared learning that opens minds and transforms lives. Their efforts—whether in classrooms, research labs, administrative offices or community campuses—continue to drive change and create opportunities that reflect and uphold northern priorities and Indigenous worldviews.

This report is full of inspiring stories that showcase that work. Whether through land-based learning, language revitalization, Indigenous research partnerships or student supports, each story is a reminder that YukonU is not standing still—we are moving forward, together.

Thank you for being part of this journey. Mahsi cho.

YukonU campuses

At Yukon University we strive to recognize and integrate Indigenous values, cultures, languages, ways of knowing and doing across programs, services, governance, policies, and space.

We are guided by the Yukon First Nations people who have lived, worked and thrived on the land through time immemorial. We acknowledge the visionaries, thinkers, and leaders who first set the course for this university in the seminal 1973 document *Together Today for our Children Tomorrow*. First Nations leaders envisioned a university in the Yukon to allow students to learn close to home, and remain connected to family, community, and culture. They also envisioned education programming that meets their needs.

Today, Yukon University is proud to be situated on the homelands and Traditional Territories of all 14 Yukon First Nations, with physical connection through 13 community campuses.

While the outlines of these territories are depicted on the adjacent map, we encourage readers to learn more about the nations and these lands. Some valuable resources include:

Self-governing First Nations

mappingtheway.ca

Not self-governing First Nations

liardfirstnation.ca

whiteriverfirstnation.com

rossriverdenacouncil.com



1 Alice Frost Community Campus, YukonU Old Crow is within the Traditional Territory of the Vuntut Gwitch'in.

2 Tr'odëk Hätr'unohtän Zho, YukonU Dawson City is within the Traditional Territory of the Tr'ondëk Hwëch'in.

3 YukonU Mayo is within the Traditional Territory of the First Nation of Na-Cho Nyäk Dun.

4 Hets'edän KÚ', YukonU Pelly Crossing is within the Traditional Territory of the Selkirk First Nation.

5 YukonU Faro is within the Traditional Territory of the Kaska Dena.

6 Dän Hänädän K'enjik, YukonU Carmacks is within the Traditional Territory of the Little Salmon/Carmacks First Nation.

7 Dena Cho Kê'endj, YukonU Ross River is within the Traditional Territory of the Kaska Dena.

8 Dakwäkäda Dän Kenädän Yū, YukonU Haines Junction is within the Traditional Territory of the Champagne and Aishihik First Nations.

9 Ayamdigut Campus, YukonU Whitehorse is within the Traditional Territory of the Ta'an Kwäch'än Council and Kwanlin Dün First Nation.

10 YukonU also has a small campus in the Whitehorse Correctional Centre.

11 YukonU Watson Lake is within the Traditional Territory of the Kaska Dena.

12 Yà Khusgé Dàkahídi, YukonU Teslin is within the Traditional Territory of the Teslin Tlingit Council.

13 YukonU Carcross is within the Traditional Territory of the Carcross/Tagish First Nation.

BECOMING: **Strategic Plan** **2022–27**

We are an exciting place of transformation at Yukon University; the place between what is and what is yet to come. To imagine this future, we drew on the strength and pride of our past and we opened our hearts to the fullest of possibility. We also reached deep into the core of our existence and reminded ourselves of all that could not be compromised. Now, as we step confidently into our future, we aspire to create change, to make tomorrow better, and to boldly, humbly lead Canada's North.

Commitments

- 1** Build our identity and nurture our culture as a university
- 2** Take our place in advancing reconciliation
- 3** Continue to develop our northern expertise
- 4** Develop bold thinkers and confident change leaders
- 5** Be leaders for the common good

Vision

Yukon University will become: A thriving learning and research community leading Canada's North.

Mission

We provide inclusive, quality education experiences that equip learners to seize opportunities, make change and positively impact local and global communities.

Values

1. Quality
2. Just society
3. Integrity
4. Relationships



1 Build our identity and nurture our culture as a university

Commitments

- Nurture a culture of staff and faculty engagement, development and satisfaction.
- Recognize and celebrate excellence in teaching, research and service contributions.
- Advance efforts to develop new academic programs and grow our research impact and intensity
- Strengthen ongoing engagement and knowledge sharing with our communities.
- Strengthen our impact beyond Canada's borders.
- Increase our communications and brand awareness across Canada.

Accomplishments

After years of planning, we became the 97th member of Universities Canada in October 2024. This important milestone will allow us to be a part of transforming post-secondary education across Canada by ensuring education reflects the diversity of voices from the North and upholds a commitment to reconciliation with Indigenous people. Membership will help us better serve the Yukon as we develop new degree offerings.

The Board of Governors approved Yukon University's Reconciliation Framework *Breaking the Dawn*. In planning for reconciliation through re-education, the document draws from generations of Yukon First Nations pedagogical practices—prayer, story, song, weaving, dreaming.

We hosted a celebratory potlatch for outgoing chancellor *Jamena* James Allen honouring the love, leadership and achievements of Chancellor Allen. The ceremony was intended to instill a legacy of cultural integration at the University by inviting the community to celebrate, dance, feast and gather in *dän k'e* (Southern Tutchone way).

The Board of Governors approved Yukon University's First Strategic Enrolment Management Plan. The Plan includes a commitment of 20% growth by



Once you honour the history of the land, you're going to honour the people.

- Breaking the Dawn: Reimagining reconciliation through re-education

2030 emphasizing Yukon First Nations and northern student recruitment and retention.

We continued to develop our programs and strengthen our commitment to advance excellence and reconciliation through some significant First Nations faculty member appointments. For example:

- Vuntut Gwitchin Elder Norma Kassi was appointed as a full professor in the School of Science and the School of Indigenous Governance. Norma is leading the development of a Yukon Land Guardian program.
- Jared Gonet, a Taku River Tlingit citizen and PhD candidate, was appointed to a development faculty position in the Indigenous Governance program and the School of Science.
- Nicole Rondeau, a Little Salmon/Carmacks First Nation citizen, Indigenous Governance alumna and former chief of Little Salmon/Carmacks First Nation, was appointed as a faculty member in the Indigenous Governance program. Nicole is embedded in the Carmacks

community and offers instruction from Carmacks.

- Vernon Asp, a Tahltan citizen, educator and accomplished artist, was appointed to an assistant professor position in the Yukon First Nations Arts Certificate program.

We made significant progress towards new degree development. For example:

- We continued to develop Social Work, Education, Interdisciplinary Arts, and Education degrees and establish partnerships to deliver Nursing and Law degrees. We anticipate the Interdisciplinary Arts degree will be ready for first year intakes by fall 2026.
- Achieving Universities Canada membership satisfied an important prerequisite for accreditation by the Council of Social Work Education. We are working with the Canadian Association of Social Work Educators and the Campus Alberta Quality Council for program accreditation. The Social Work degree program will also seek accreditation from the National Indigenous Accreditation Board.

- We hired a senior social work faculty member and began recruiting for a research chair in northern social work.
- We undertook significant work to explore potential partnerships with a Canadian university to deliver a full Bachelor of Nursing program in the Yukon.
- The Faculty of Applied Arts advanced the Senate approval processes for the Education and the Interdisciplinary Arts degrees and completed a review of the Yukon Native Teacher Education Program and Education After Degree with input from external and Yukon First Nations education partners.
- In July 2024, the Council of Yukon First Nations unanimously passed a motion confirming support to establish a Law degree program in Whitehorse in conjunction with Yukon University, with admission preference for Yukon First Nations students. We engaged in advance planning toward partnering with another Canadian university deliver a Law degree program in the Yukon.

The reactivated Medical Office Assistant certificate opened applications for fall 2025 with renewed curriculum. This will support the growth of Yukon's health care labour force, a priority through the Health Human Resources Strategy.

The *Northern Review* published two issues, in which five YukonU faculty/staff members contributed three book reviews and two peer reviewed articles. Three YukonU faculty members were peer referees.

We grew our research impact by hosting conferences and events with national organizations.
For example:

- The Northern Dialogues Conference brought together perspectives on challenges and opportunities facing rural, northern and Indigenous communities.
- The Canadian Association of Research Administrators Regional Conference focused on Indigenizing research administration.
- We had strong representation at the ArcticNet Annual Science Meeting in Ottawa in December. Faculty members and researchers participated in meetings and gatherings.
- The School of Science hosted the Association of Canadian Universities for Northern Studies group research talk, with presentations from faculty members/staff on health priorities, policy and service delivery change in Yukon communities, re-education and Indigenous worldviews in classrooms, and a creative initiative to create art out of and within landscapes recovering from mining disturbance.

Our students, faculty members and researchers engaged in a variety of research projects. For example:

- The Scholarly Activity Grants program awarded over \$138,000 to 28 projects to support research activities, wages for student researchers, course releases for faculty members to do research, knowledge mobilization activities and other research-related activities.
- Our researchers and faculty members were awarded \$6.2 million from external sources to support research.
- Our researchers strengthened research impact by publishing papers on a diversity of topics in fields such as health, geology, northern energy, mine remediation, climate change, and labour market and skill development.

A number of our faculty members and staff were recognized by the community and their peers for excellence and achievements.
Some highlights included:

- The Canadian Red Cross recognized YukonU as a Top Training Provider. Our team provided First Aid training to more than 2,200 Yukoners.
- Government of Yukon awarded 125th Anniversary Medals to four members of our faculty and staff "for embodying the values of leadership and reconciliation while

contributing to the well-being of the territory."

- Two faculty members were shortlisted for the Yukon Prize.
- At least three faculty members were recognized or won awards for teaching excellence.

Engagement with Yukon First Nations governments and Yukon communities informed our priorities and how we offer programs and services across the Yukon. For example:

- Our president visited several communities and Yukon First Nations, meeting with chiefs and councils, and community campus coordinators. Further, our provost and associate-vice president reconciliation introduced the Reconciliation Framework and highlighted new program initiatives to the Council of Yukon First Nations General Assembly in summer 2024.
- The Office of the Provost led an extensive engagement process with Yukon First Nations governments, the Yukon government, education partners and community organizations to inform new degree programs. Key feedback included the need for community-based access, incorporation of Yukon First Nations worldviews, holistic and interdisciplinary curriculum design, and prioritizing student and faculty well-being. Participants also emphasized that graduates

should understand the Umbrella Final Agreement to navigate Yukon's governance landscape.

Faculty members and research staff shared knowledge and engaged with Yukon communities. Some examples included:

- School of Science Associate Professor Dr. Katie Aitken shared her research on raven communication with CBC and *Yukon, North of Ordinary Magazine*.
- Hydrology and Climate Change Senior Researcher Dr. Benoit Turcotte put his research in context when he discussed historically low water levels in a spring 2025 interview with CBC North.
- Alison Perrin, senior research professional, talked to *This Magazine* about how climate warming in the Yukon is impacting Indigenous communities.
- CBC North featured responsive research by the Yukon Strategy for Patient-Oriented Research on no-touch abortion access in Yukon communities.
- CBC North covered a report by Northern Energy Innovation (NEI) on how utilities can adapt to an uptick in electrical demand as people shift away from burning fossil fuels for heat and transportation. NEI also launched a blog at remotenergy.ca that aims

to explain the challenges and opportunities northern communities encounter in the energy transition.

- The Yukon Strategy for Patient-Oriented Research Health Summit took place at Yukon University with record attendance at community hubs in Old Crow and Dawson City.
- With ArcticNet, we launched the fifth ArcticNet Integrated Regional Impact Study, which featured significant collaborations with YukonU researchers and First Nations knowledge holders.

Faculty members and research staff shared their work and strengthened collaborations internationally. For example:

- We were part of the local organizing committee for the International Conference on Permafrost, which took place in Whitehorse in June 2024.
- Several faculty members and research staff participated in Arctic Science Summit Week and the International Conference on Arctic Research Planning (ICARP) IV in Boulder, Colorado in March 2025. Dr. Norma Shorty, assistant professor in the Yukon Native Teacher Education Program, is a co-chair for Indigenous Knowledge and Co-production of Indigenous Knowledge for ICARP. Senior research professional Alison Perrin contributes to the Priority Team on Education

and Knowledge Sharing with ICARP and is a fellow of the International Arctic Science Committee's Social and Human Working Group.

- YukonU Climate Change Research staff presented results at the 27th International Association for Hydro-Environment Engineering and Research International Symposium on Ice in Gdańsk, Poland, and published in its book of proceedings.
- We welcomed two exchange students through the UArctic north2north program. We sent eight students on exchange to Finland, Alaska, Norway and Sweden, and four staff/faculty members completed exchanges to institutions in Iceland, Denmark, Finland and Norway.

We increased Yukon University's brand awareness across Canada. In 2024–25 we shared 1,082 stories across three platforms (Facebook, Instagram and LinkedIn) reaching over 1.2 million people around the world. Some of our videos—including a celebration of northern earrings spotted at the ArcticNet annual science meeting—went viral, bringing many new eyes to our content and platforms.

To celebrate our appointment to Universities Canada, we hosted two events to showcase YukonU—one in Ottawa to raise our profile nationally, and a Whitehorse-hosted event to celebrate this important milestone with our university community. These events provided the opportunity to recognize and honour the connection between the vision of *Together Today for our Children Tomorrow* and our appointment to Universities Canada.

A new articulation agreement with Acadia University in eastern Canada, making it easier for Earth Science diploma students to complete a bachelor's degree, garnered positive media attention.



Yukon Native Teacher Education Program (YNTEP) orientation 2024 students on a walk with educator Darlene Scurvy exploring the traditional medicines found along the Wolf Creek trails.



2 Take our place in advancing reconciliation

Commitments

- Centre Indigenous knowledge in curricula, teaching practices, physical spaces and planning, hiring and review practices, leadership styles, organizational structures and governance.
- Work together with First Nations governments to support and prioritize their needs for education and research, and to uphold their self-determination.
- Redress social injustice through truth-seeking, education and decolonizing actions.
- Create an Indigenous student centre as a place of gathering for connection and cultural practice.

Accomplishments

In fall 2024, we published our first Reconciliation Framework, *Breaking the Dawn*. Since its release, the Framework has guided meaningful action across the University. For example:

- The President's Executive Committee held a retreat to begin implementation planning, while staff engaged in open houses throughout the year to explore current initiatives and future opportunities. Implementation will continue into 2025–26.
- Senior administrators deepened their leadership and commitment by participating in Illuminating World Views workshops, exploring the intersection of Indigenous and Western worldviews in education.
- Throughout the year, the President's Advisory Committee on First Nations Initiatives upheld its role in ensuring accountability to Yukon First Nations-supporting academic oversight, student success, and inclusive, culturally relevant pathways grounded in self-determination and reconciliation.

We expanded our Elders on Campus program. Some highlights included:

- At the Ayamdigut Campus, we enhanced opportunities for Elders to engage with

students and to collaborate with faculty in a variety of program activities. Elders Nina Bolton and Sarah Lennie supported the *Samay Thia* Harry Allen Lounge and also worked as sessional instructors during the academic year with the Indigenous Governance program and School of Health Education and Human Services.

- At Tr'odëk Hätr'unohtän Zho, YukonU Dawson City, we expanded the Elders on Campus program in collaboration with the Tr'onkdëk Hwëch'in education department.
- To support these expansions, we published a *Working with Elders on Campus* guideline that outlines process and protocol recommendations for faculty members and staff wishing to involve Elders in courses, teaching practices and other campus activities.

We continued renovating a larger space for the *Samay Thia* Harry Allen Lounge. The centre offers well-attended regular programming and special workshops to promote gathering, connection and cultural practice for all Elders, students, staff and faculty members.

The library promoted, hosted or collaborated in events that helped bring in Indigenous authors and knowledge keepers. We featured a

physical interactive floor map of the Indigenous Peoples of Canada. We collaborated with Whitehorse Public Library's Indigenous Book Club and the Yukon Native Language Centre's Word of the Week.

We advanced truth seeking and education through recognition of days of Indigenous significance, including National Day for Truth and Reconciliation, Indigenous Veterans Day and Red Dress Day. We also marked celebrations, including National Indigenous Peoples Day, Rock Your Mocs day, and supported the establishment of a student-led hand games club.

In partnership with Yukon Arts Centre and CBC North, we presented the second annual Active Voice event with Indigenous Canadian author Tanya Talaga. Activities included a special matinee for Whitehorse-area high schools, a sold-out evening show, a writing contest and an informal meet and greet in the Elders' lounge.

We remained committed to responding to the unique interests of First Nations students in communities. For example:

- Three community Readiness for Employment and Life Skills programs celebrated graduations: nine students completed the Camp Services and Driver Training program in Ross River, five completed the Cooks Helper program in Mayo, and five others in

Pelly Crossing. The Ross River grads were invited to a tour of the Faro Mine site. The Cooks Helpers prepared food for the opening of the Ihdzi' community centre in Mayo.

- YukonU Carcross staff worked with the Ghùch Tlâ Community School and the Individual Learning Centre to support learning strategies for youth. The course included an experiential learning activity for six learners at the Centre for Northern Innovation in Mining shops.
- We developed and delivered a Train the Trainer Heavy Equipment Operator Instructor course, followed by a three-week Heavy Equipment Operator training program in Carmacks. Nine learners completed simulator and equipment training on the loader and rock truck. The training was offered in partnership with the Carmacks Development Corporation and Little Salmon/Carmacks First Nation.
- At Hets'edän KÚ', YukonU Pelly Crossing we offered a Commercial Driving Class 3 training partnership with the Selkirk First Nation and Cobalt Construction. Six learners achieved their unrestricted Class 3 licenses.

- The EleV Taking Flight Together project supported community-based art projects through our community campuses. Carmacks and Teslin participants learned beading and tufting. The projects explored concepts of collaboration, growth and transformation.
- In Ross River, the Yukon government's Community Development Fund and the Community Campus Committee funded the Wellness for Ross River Art Project. The series of eight art workshops—making traditional salves, copper jewelry, fur hats and mittens, knitting/crocheting, painting and quilting—was led by local artists to strengthen community ties, encourage collaboration, and create a space for dialogue about Indigenous identity and contemporary issues.

We revised our campus housing policy to prioritize housing for Yukon First Nations learners from communities outside of Whitehorse, with a goal of improving access.

Researchers with the Yukon Strategy for Patient-Oriented Research (YSPOR) and a Tr'ondëk Hwëch'in Elder presented work at the 2024 Turtle Island Indigenous Science Conference. YSPOR also attended and

spoke at Hotì ts'eeda's annual gathering, The Èlèt's'ehdèe.

Faculty members and researchers led or partnered on research programs that reflect First Nations priorities. For example:

- Tr'ondëk Hwëch'in contributed additional funds to support Gu Nähtsey, a community-led medicinal plant revitalization effort facilitated by YSPOR on Tr'ondëk Traditional Territory.
- YSPOR and partners Kwanlin Dün First Nation and the Yukon Hospital Corporation were awarded \$360K over three years for a project called The Power of Traditional Indigenous Medicines.
- Our health research chair partnered with the University of Ottawa and the Vuntut Gwitchin and Little Salmon/Carmacks First Nations in a project titled Understanding First Nations Ways of Knowing and Doing for Cancer Care in the Yukon.

In November, Indigenous Governance program faculty, students and alumni attended the Tri-Academy Partnership on Indigenous Engagement. The summit brought together leading scholars and community members from Canada and the Pacific to address Indigenous academics' challenges and opportunities today.

3

Continue to develop our northern expertise

Commitments

- Work in partnership with governments, industry and other post-secondary institutions to respond to emergent needs of the North.
- Strengthen existing and build new areas of research focus aligned with northern priorities.
- Uphold the distinct cultural identities of the North and support their enduring contribution.
- Present our place in the North as a unique attractor to the programs and opportunities that we offer.
- Influence and inform conversations related to issues of northern relevance and national concern.

Accomplishments

We informed conversations related to issues of northern relevance and national concern. For example:

- As part of the local organizing committee for the International Conference on Permafrost, we helped elevate the significance and urgency of the impacts resulting from changing permafrost and hydrology.
- Our administration and faculty provided support towards the development of an arctic security institute. A faculty member was appointed to the planning council, we co-hosted an arctic security luncheon in Ottawa, and we participated in Conference Zero, the Canadian Institute for Arctic Security conference.
- We achieved membership in Universities Canada, which provides a northern voice for post-secondary education in national conversations.
- Faculty members and research professionals connected with their collaborators nationally through conferences, research publications and multi-media channels to advance conversations and research on diverse topics—from revitalizing Indigenous methodologies and knowledge to ground water quality, health care, emerging technologies for mine remediation and northern energy innovation.

We responded to emergent needs of the North through partnership. For example:

- The president represented YukonU as a member of the Yukon government's Health Human Resources Strategy Steering Committee to support development of the northern health workforce.
- The School of Trades, Continuing Studies and partners advanced youth exposure to skilled trades and academic programs:
 - Over 90 young women participated in the Yukon Women in Trades and Technology conference.
 - We hosted the Territorial Skills Competition, participated in the Skills Canada National Competition and maintained strong staff/faculty member involvement in the national standards committee.
 - We welcomed the Yukon-Stikine Regional STEM Expo back to YukonU in March 2025, with more than 60 participating youth from grades four to 12.
- With the Centre for Northern Innovation in Mining Governing Council, we offered training in step with industry labour-force needs, and advanced research and technologies to reduce environmental impacts of mining.

We advanced northern research priorities. For example:

- Earth Science faculty partnered with government, First Nations and universities to study groundwater quality and engage residents in the greater Whitehorse area.
- The Northern Mine Remediation and Permafrost and Geoscience research teams presented to Yukon's Highways and Public Works staff on geohazards impacting highways at the Whitehorse Geoscience Forum.
- Our health research chair and research partners were awarded \$125K to examine diabetes care through the Yukon T1D Support Network.
- YSPOR formalized a two-year partnership with Recreation and Parks Association Yukon to support the 2025 Yukon Healthy Living Research Study.
- Social Science and Humanities faculty advanced work on vitamin D and brain health.
- Business and Leadership faculty studied food security challenges and opportunities in rural Yukon communities.

We strengthened research capacity by nurturing research skills within instructional staff and teaching faculty by hosting the Mobilize Interdisciplinary Cohort. Research upskilling activities included research proposal development, navigating research ethics processes, and becoming familiar with campus resources for research.

At Convocation 2024, we awarded an honorary doctorate degree to community educator and Vuntut Gwitchin Elder Stanley Njootli Sr. As an education support worker, Njootli helped re-establish land-based programs in Old Crow, integrating Traditional Knowledge into the school curriculum. His efforts have ensured that students gain practical skills and an understanding of their heritage through land-based learning activities such as camping, hunting and muskrat trapping.

Yukon University Board of Governors

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4

Develop bold thinkers and confident change leaders

Commitments

- Grow student enrolment and improve retention.
- Expand experiential and community-based learning for students.
- Enhance opportunities for unique land-based teaching and learning.
- Provide students with opportunities to engage in knowledge creation, critical dialogue, reason and debate.
- Improve infrastructure and learning spaces to create inclusive places for students to connect, create, discover and share ideas.

Accomplishments

Our recruitment strategy includes engaging with K-12 learners. Seventy high schoolers from Dawson, Haines Junction, Ross River, Atlin, Carcross—and over 250 from Whitehorse—toured the Ayamdigut Campus and participated in hands-on demonstrations at open houses in October and November.

We met with community mentors, guidance counsellors and employers to promote programs, services and training opportunities through participation at community career and wellness fairs and conference expos.

Over 250 students participated in the fall 2024 Student Orientation Day, engaging in community-building activities such as Dene hand games, a trip to the Yukon Wildlife Preserve, a guided nature walk and campfire games at Roddy's Camp.

The School of Trades served over 180 students this year—an all-time high.

Trades and technology students competed in the Skills Canada National Competition in Quebec City in May 2024 in carpentry, heavy equipment mechanics, welding, and electrical and mechanical engineering.

Continuing Studies served 10,370 learners in 2024.

YukonU youth summer STEM camps attracted 948 participants from 12 Yukon communities (212 kids) and Whitehorse (736 kids). The team also led after-school programs and in-school visits through the winter.

At Convocation 2024, we celebrated 206 graduates who, together, earned 103 certificates, 67 diplomas, 36 bachelor's degrees.

The Research Services Office facilitated an immersive orientation for 16 summer research assistants, including practical training on communications in research, introduction to Indigenous research and community participation, research data management, research writing and research ethics.

The Earth Sciences Virtual Geology project spent two weeks conducting fieldwork in Kluane National Park. They focused on the St. Elias icefields and the Lowell, Fisher and Kaskawulsh outlet glaciers.

Northern Energy Innovation participated in the 24-25 Arctic Renewable Energy Network Academy (ARENA) cohort—a unique circumpolar knowledge-sharing program about isolated power systems integration held in partnership

with Canada, Gwich'in Council International, the U.S. and Iceland.

Quest, a week-long orientation for new Business Administration students connected 21 students with community opportunities and Indigenous Elders.

Applied Northern Teamwork and Leadership students organized a successful Student Symposium in late March 2025, while Capstone Project students integrated and applied practical knowledge and skills to real-world business challenges, delivering final presentations at NorthLight Innovation.

The Northern Environmental and Conservation Science winter field course engaged four local students and 15 students from the University of Alberta in 10 days of land-based curriculum in the Southern Lakes and Kluane regions.

The Commercial Driver simulator and instructor travelled throughout the Yukon. A recent highlight was the completion of simulator and in-cab training with the Champagne and Aishihik First Nations and collaboration with the Yukon government's Motor Vehicles Department to arrange practical assessments immediately following the training, leading to new certified Class 3 drivers in Haines Junction.

YukonU Centre for Northern Innovation in Mining delivered Small Engine Repair programs in Carmacks and Dawson City. This involved mobilizing the small engine repair mobile classroom to both locations. In Carmacks, eight learners participated in the two-week program in February.

Successful events through the year engaged students, faculty, staff and the broader community alike. For example:

- The panel discussion Pathfinders and Trailblazers—a fireside chat with leading Indigenous legal minds, featured Justice Michelle O'Bonsawin and Yukon lawyers Dave Joe and Victoria Fred.
- The second installment of the Active Voice series featured author Tanya Talaga and included a student writing contest. The initiative was presented in partnership with Yukon Arts Centre and CBC North.
- In recognition and celebration of Black History Month, the School of Business and Leadership hosted author Komba Kembay for a talk on resilience.

The Indigenous Governance program hosted guest speakers, including the Council of Yukon First Nations grand chief, who spoke about Indigenous governance and leadership, and an Elders panel on land claims

and self-government, culture and Traditional Knowledge.

Earth Sciences faculty members and students presented research posters at the Yukon Geoscience Forum in November on Cambrian trilobite biostratigraphy of the Sekwi Formation in the Mackenzie Mountains, newly released Virtual Geology Project field experiences and a summary of results from an ongoing investigation into metal(l)oid contamination in the greater Whitehorse area.

The Northern Stories Reading Series provided an evening of readings, stories and conversations about the creative process to complement CRWR 202 – Introduction to Creative Writing 2, and as part of our ongoing commitment to celebrating the voices of northern writers and Indigenous storytelling.


The U.S. ambassador to Canada spoke with students from POLI 101 – The Government of Canada, and other interested students on September 19.

We made strong progress toward improving infrastructure and learning spaces. For example:

- An updated budget and footprint for the Polaris Project was approved in March 2025, which allowed construction to begin in spring 2025.
- YukonU Mayo celebrated the

launch of Ihdzi'—an exciting community space for food preparation, cultural and craft workshops, and an inviting social environment.

- The Educational Technology Committee surveyed students and faculty to understand and advance priorities for enhancing the use of educational technology at YukonU.



Attendees at the inaugural Crocus Ball enjoy a virtual geology field experience.

5 Be leaders for the common good

Commitments

- Work to dismantle systemic racism, oppression and inequity through truth-seeking and truth-informed actions.
- Recognize the climate crisis by aligning institutional decisions with territorial and federal objectives for emission reduction, clean growth, and climate resilience.
- Provide learning opportunities that address social and environmental justice.
- Design new physical infrastructure to aspire to achieve net zero status.
- Promote a culture of healthy living, and holistic well-being across Canada.

Accomplishments

The Equity, Diversity and Inclusion (EDI) task force advanced planning work on an EDI strategy for YukonU.

The Teaching & Learning unit offered training and development supporting anti-racist and decolonized teaching and learning practices.

The Research Services Office offered training and facilitated a discussion series on First Nations OCAP (Ownership, Control, Access and Possession) principles for research staff. This set of standards guides how First Nations data and information should be collected, protected, used and shared.

The NVD research chair in Indigenous governance hosted the Equity Diversity Inclusion Decolonization Workshop: racialized and Indigenous equity experiences at the Ayamdigut Campus in December.

We marked important dates, weeks and months through flag raisings, gatherings, activities, moments of silence, and informative social media and newsletter content, including National Day for Truth and Reconciliation, Black History Month, Pride Month, Trans Day of Awareness and Red Dress Day.

The Northern Institute of Social Justice delivered 85 courses and livestreamed webinars, and had 1,230 course registrations and 1,118 course completions. Highlights included:

- Delivery of Administrative Justice training courses for Carcross/Tagish First Nation Judicial Council.
- Delivery of Community Safety Officer training for Selkirk First Nation.
- Development and delivery of 13 Factors of Psychological Health and Safety, and Transformational Leadership workshops to the public.

The Environmental Monitoring Certificate program started a full cohort of 12 new students in October 2024, including students enrolled in partnership with some First Nations lands and resources departments. The first course took place near Dawson City at the Land of Plenty Camp.

Our outreach climatologist worked with 60 Whitehorse school educators to provide learning opportunities on climate change to over 360 students at four schools in Whitehorse, and at community schools in Dawson, Carcross and Haines Junction.

We secured funding approval worth \$5.1M from Natural Resources Canada (NRCan) to support the zero-carbon, energy-efficient design of the Polaris Project.

Proceeds from Orange Shirt Day beading kits and the Red Dress Day silent auction supported the Committee on Abuse in Residential Schools Society Yukon.

Regular programming and special events through the *Samay Thia* Harry Allen Lounge and Elders on Campus program provided consistent and ongoing support to students.

In addition to talent shows and Free Write Fridays, the specialist in creative expression launched the YukonU choir sessions, and various confidence and skill-building workshops.

Weekly beginner yoga sessions were made available to all YukonU students and staff.

The School of Trades hosted weekly mental health wellness coffee breaks and the Soothing Sewing Workshop. With guidance from Elders and counsellors, over 30 students participated in a smudging ceremony and crafted medicine bags before learning to sew mitts from moose hide, coyote fur and polar fleece. Participants built connection and talked about mental well-being.

The student hand games club hosted weekly games and participated in a local hand games tournament at the Nàkwät'à Kù Potlatch House.

Yukon University Foundation

The Yukon University Foundation continued to support Yukon University's strategic vision throughout 2024–25. In spring 2024, the Foundation expanded its aspirations for the Together for the North campaign to raise an additional \$1.5 million in 18 months to support the completion of our new science building, the Polaris Project.

In 2024, we disbursed over \$23,000, positively impacting the lives of 25 dedicated students. This momentum continued into winter 2025, with student awards totalling more than \$21,000 and benefiting 26 students.

2024–25 highlights

Education that serves the North

- The Yukon University Foundation hosted its inaugural signature event, the Crocus Ball. This illuminating and interactive evening was designed to foster meaningful connections between Yukon University and the territory's business and industry leaders. The event featured a four-course meal prepared by our Culinary Arts team and was an opportunity to celebrate student achievements and foster future connections. Attendees left the evening inspired, pledging their continued support for Yukon University and its mission to drive positive change.
- A generous member of our faculty started the Fireweed International Student Award. This merit-based award provides \$500 annually to two international students at Yukon University.
- Longtime Yukon University supporter Sarah Locke expanded her commitment, increasing her endowment to \$20,000, allowing her student award to grow to \$2,000 annually.

Supporting reconciliation: honouring Indigenous cultures and self-determination

- Key annual student awards were renewed, including the Kathleen Thorpe Award and the Selkirk First Nation Leadership Award.
- The Stantec Two-Eyed Seeing Scholarship was also renewed, empowering students of Indigenous ancestry.

Access to education

- Tony Maiorino and Karen McNally's \$10,000 donation significantly bolstered the YukonU Student Emergency Fund. For a second year in a row, this generous gift provided compassionate travel costs, helped alleviate food insecurity and other emergent needs for YukonU students.
- On December 3, the Yukon University Foundation hosted a Giving Tuesday pop-up event to support students facing financial hardships. With the support of students, faculty and community members, we successfully raised \$6,585. This initiative reinforced the power of collective generosity in building a stronger, more resilient student community.

Thank you to all the partners and donors investing in YukonU students and ensuring their future success.



The first annual Crocus Ball hosted by the Yukon University Foundation in May 2024.

Data note

Fiscal year 2024–25 runs from April 1, 2024 to March 31, 2025. This annual report covers programs and courses occurring during the following academic semesters: Spring/Summer 2024, Fall 2024 and Winter 2025. Activity taking place in April is part of the Winter semester but falls into the next fiscal year; however, no new academic programming began in April 2024 or April 2025 that was not already underway in the previous fiscal.

In previous annual reports, student data was reported on an academic year basis with a breakout for the Fall semester. This is the first year of fiscal-based reporting. Totals should not be compared directly between this and other reports, as the reporting periods are different.

Application data

We received 1,093 applications for credit programs in 2024–25, of which 614 (or 56%) were accepted for admission. 494 accepted students registered in their courses, for a yield ratio of 80% of acceptances, and 45% of all applications.

Learner Group	Applications	Acceptances		New registered students		
	Number	Number	Percent	Number	% of accepted	% of applied
Domestic, Indigenous	285	171	60%	125	73%	44%
Domestic, non-Indigenous	496	304	61%	232	76%	47%
International	312	139	45%	137	99%	44%
Total	1093	614	56%	494	80%	45%

Enrolment data

In fiscal year 2024–25, 709.6 full-time equivalent students were enrolled in credit and trades courses*.

Program type	Domestic, Indigenous	Domestic, non-Indigenous**	International	Total
Certificates	30.1	48.4	39.5	118.0
Diplomas	36.1	92.8	112.2	241.2
Degrees	34.1	92.9	5.1	132.1
Apprenticeship Trades	15.0	91.0	0.0	106.0
Pre-apprenticeship Trades	6.0	34.0	0.0	40.0
Academic and skill development	11.6	10.8	2.2	24.6
Open studies	6.9	40.8	0.0	47.7
Total credit programming	139.8	410.7	159.0	709.6

*Note: A full-time equivalent (FTE) is equal to 30 credits in academic programming, or enrolment in a Trades or Culinary Arts program.

**Note: Domestic, non-Indigenous may include some Indigenous students who have not chosen to self-identify.

Continuing Studies enrolment

In calendar year 2024, Continuing Studies served 10,370 learners.

International student enrolment

In fiscal year 2024–25, 212 International students were enrolled, amounting to 17% of total enrolment.

Student demographics

This table describes demographic characteristics of credit students from April 1, 2024 to March 31, 2025. Domestic, Indigenous student data is based on self-identification.

Demographic	2024-25		
	Full-time	Part-time	All credit
Female	54%	58%	55%
Male	43%	22%	34%
Non-binary or unspecified	4%	20%	10%
Indigenous	21%	19%	20%
Average age	27.2	30.8	28.7
Median age	24	26	24

Student outcomes

Yukon University students earned 103 certificates, 67 diplomas, and 36 degrees in the 2024-25 fiscal year.

Learner group	2024-25			
	Certificates	Diplomas	Degrees	Total
Indigenous	12	7	10	29
Domestic, non-Indigenous*	53	36	26	115
International	38	24	0	62
Total	103	67	36	206

*Note: Domestic, non-Indigenous may include some Indigenous students who have not chosen to self-identify.

Community campus students

In the fiscal year from April 1, 2024 to March 31, 2025:

Credit courses

54

students took credit courses at one of our 12 community campuses.

708*

students took Yukon University credit courses that were offered in an online format.

In calendar year 2024:

Continuing Studies

1,285

students took non-credit courses at one of the 12 community campuses, up 8% from 1,135 in calendar year 2024.

* These numbers include blended and hyflex learning, where online and classroom delivery are combined within a course.

Employment outcomes

69%

of former students from career and trades/technical programs in 2023-24 were working in paid jobs that were "somewhat" or "directly" related to their studies at Yukon University, as of the time when they were surveyed early in 2025. This is up one percentage point from the previous year.

Employment data

As of March 31, 2025, there were 765 employees, including:

371

term or regular staff

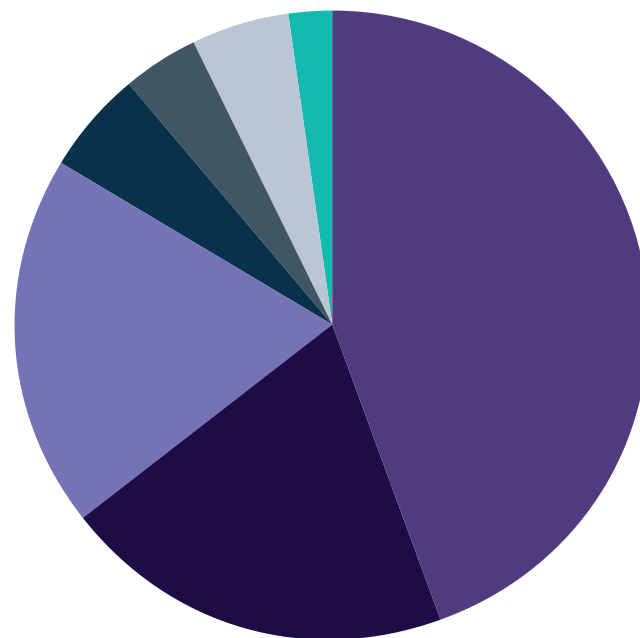
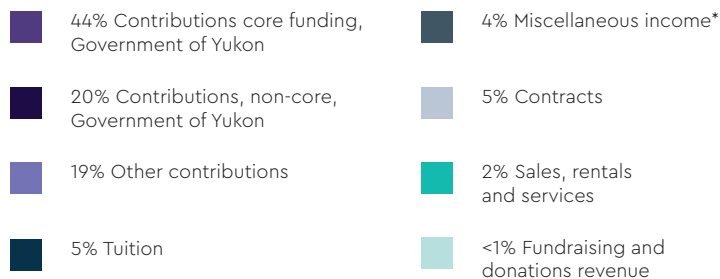
394

casual, contract and student staff

Consolidated financial results

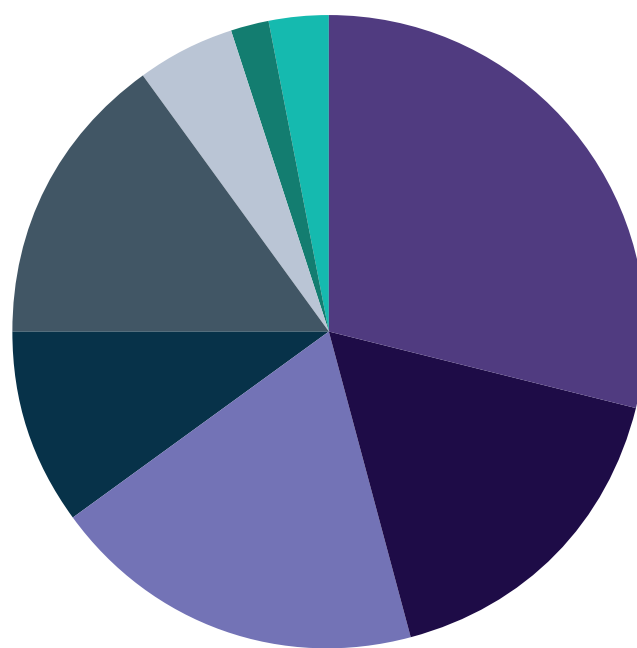
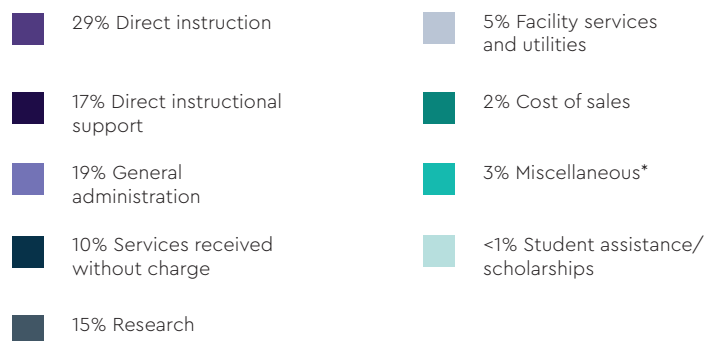
These charts reflect the consolidated financial results of Yukon University and Yukon University Foundation.

Revenues 2024-25



* Miscellaneous income includes amortization of deferred capital contributions and interest income.

Expenses 2024-25



* Miscellaneous includes amortization of capital assets.

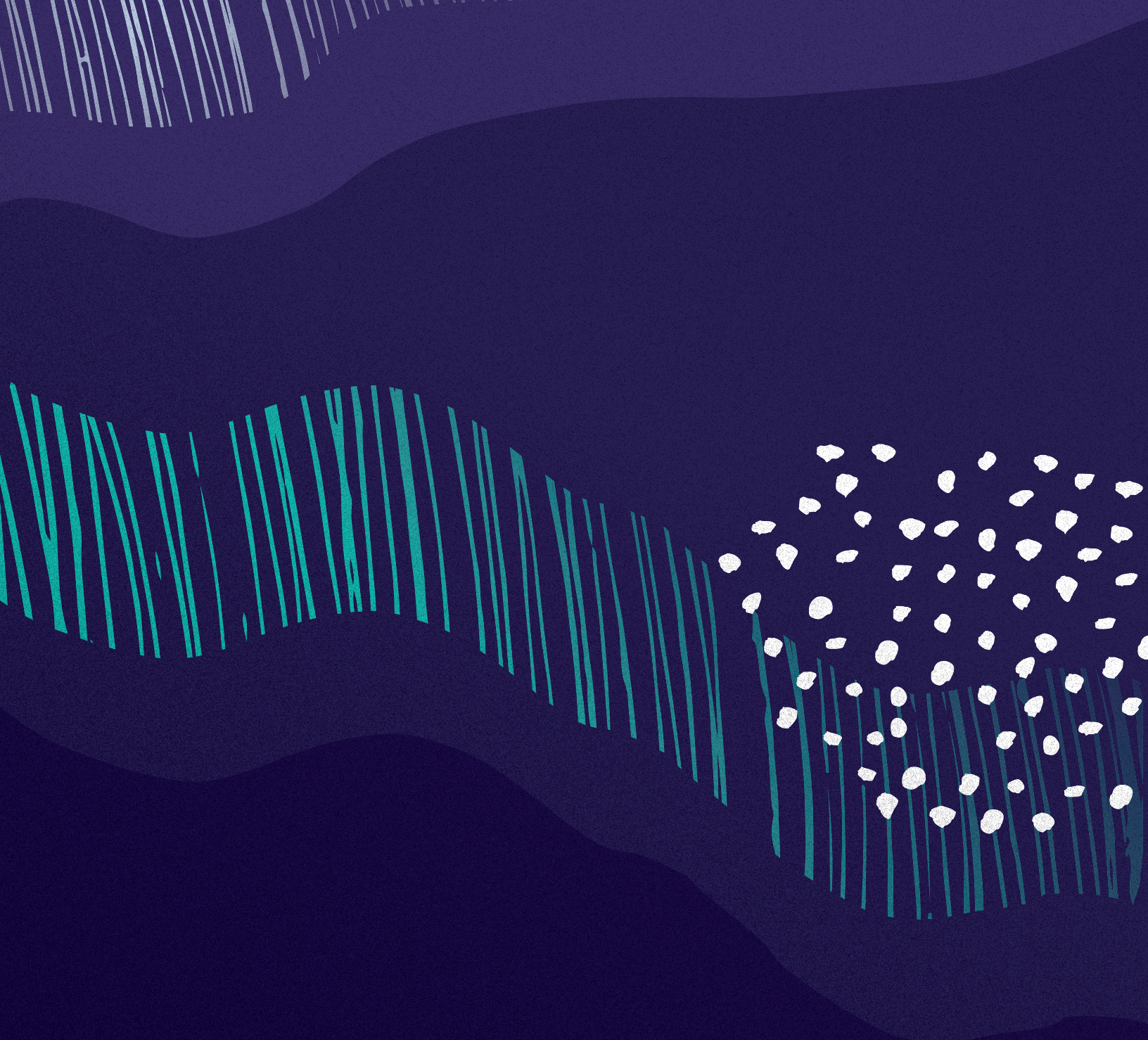
Summary of consolidated financial results

These are the consolidated financial results of Yukon University and Yukon University Foundation. A copy of the full financial statements, including the audit opinion, is available at YukonU.ca/about-us/publications-plans-reports.

Revenues	March 31, 2025	March 31, 2024
Contributions core funding, Government of Yukon	27,766,879	26,488,745
Contributions, non-core, Government of Yukon	12,813,816	12,880,171
Other contributions	11,754,997	10,989,216
Tuition	3,436,694	2,860,142
Miscellaneous income	2,469,150	2,811,241
Contracts	2,970,943	4,330,677
Sales, rentals, and services	1,469,099	1,432,615
Fundraising and donations revenue	233,412	259,577
	62,914,990	62,052,384
Expenses	March 31, 2025	March 31, 2024
Direct instruction	16,651,406	18,374,335
Direct instructional support	10,176,160	11,551,335
General administration	11,279,783	8,506,111
Services received without charge	5,623,326	5,222,276
Research	8,466,673	8,278,265
Facility services and utilities	2,881,066	2,444,984
Cost of sales	1,341,490	1,370,589
Miscellaneous	1,622,248	1,486,103
Student assistance/scholarships	155,109	259,577
	58,197,261	57,493,575
Excess of revenues over expenses	4,717,729	4,558,809

Changes in net assets	March 31, 2025	March 31, 2024
Total surplus of revenues over expenses	4,717,729	4,558,809
Endowment contributions	15,089	865
Remeasurement gains/(losses)	(514,386)	120,353
Net gain on investments	561,574	304,644
Net assets, beginning year	43,046,959	37,827,899
Transfer (to)/from deferred liabilities	-	234,389.00
Net assets, end of year	47,826,965	43,046,959

Net assets	March 31, 2025	March 31, 2024
Invested in capital assets	3,505,429	3,918,390
Externally restricted endowments	5,694,008	5,117,345
Internally restricted pension	37,914,800	33,902,900
Internally restricted capital assets	1,883,555	1,801,183
Unrestricted	(506,308)	(1,542,726)
	48,491,484	43,197,092
Accumulated remeasurement gains/(losses)	(664,519)	(150,133)
Total net assets	47,826,965	43,046,959



Carcross | Carmacks | Dawson City | Faro | Haines Junction | Mayo
Old Crow | Pelly Crossing | Ross River | Teslin | Watson Lake | Whitehorse