

FT MBA EMPLOYMENT REPORT 2022



SFU

**BEEBIE SCHOOL
OF BUSINESS**

**CAREER MANAGEMENT
CENTRE**

LETTER FROM THE DIRECTOR



It is my pleasure to share with you the Employment Report for the Beedie School of Business' Full-Time MBA graduating classes of 2022.

SFU Beedie School of Business' strategic vision is to develop innovative and socially responsible business leaders with a global perspective through education, inspired by research and grounded in practice. The SFU Beedie School of Business prides itself on creating an innovative, student-centred and creative learning environment for professionals who are ready to push themselves to their highest potential and move their career to the next level in an internationally diverse and collaborative MBA classroom. As a result we have been recognized among the Top 10 business schools in Canada by Maclean's magazine (2022).

The World QS Global Business Schools Report (2022) ranks Beedie in the top 15 for business management in Canada, and the Eduniversal Ranking (2022) ranks the School number four in Canada in the category of Four Palms: Top Business Schools Strong Global Influence.

With Beedie's growing reputation, it is no surprise that our Full-Time MBA students continue to succeed in their chosen careers. The wide range of industry leaders hiring our graduates across the province demonstrates the diversity, talent and range of experience within this program. Our MBA graduates bring their talents to roles in consulting, finance, accounting, general management, marketing, sales, operations, logistics and more.

Whether you are considering hiring one of our students or becoming a student in one of our graduate programs yourself, I encourage you to review the report findings.

Gurwinder Singh

Gurwinder Singh
Director, Graduate Career Management Centre and Employer Engagement

MBA CLASS OF 2022 OVERVIEW



\$85,400

Average base salary, based on 83% reporting rate

\$18,500

Average bonus when offered

90%

Percentage of those seeking employment who accepted a job offer within 3 months of graduation, based on a 92% reporting rate

CLASS OF 2022 PROFILE

Our 16-month, Full-Time MBA program merges theory with application, that allows students to gain the expertise and skills required to do outstanding things in their careers and society. Our courses involve hands-on, applied learning.

Examples and real world cases are used to build knowledge and explore topics relevant to today's business climate.

We strive beyond the classic business education by embedding subjects such as sustainability, creativity and entrepreneurship into the curriculum.

At the end of the 12-months of academics, our students complete the work term requirement by choosing between a paid four-month internship to gain real-world experience, moving straight into a full-time, permanent position, or starting their own new venture.

51 Total Students in Class

6.8 Average Years of Work Experience

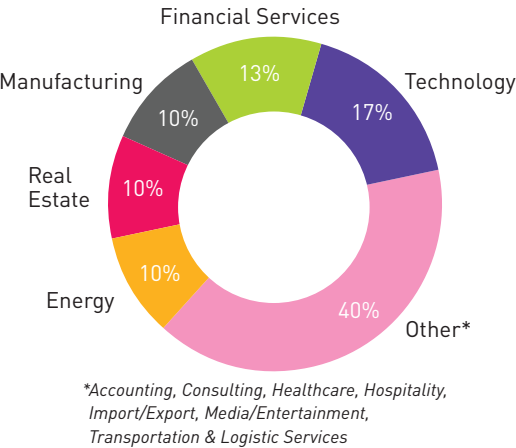
31 Average Age at Entry

65% International Residency

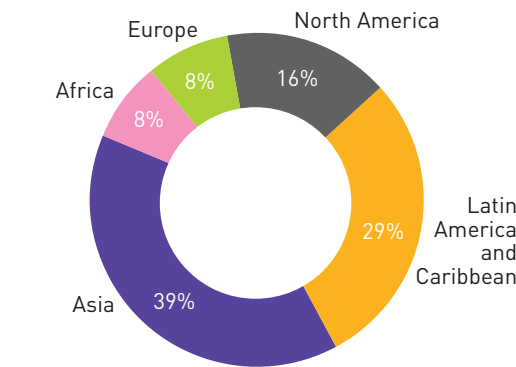
43% Self-Identified as Women

20 Countries Represented

Pre-MBA Employment



Geographic Distribution



POST-PROGRAM EMPLOYMENT OUTCOMES

100% of SFU Beedie's FT MBA students stay in Canada. Canadian cities include: Vancouver, Montreal, Toronto

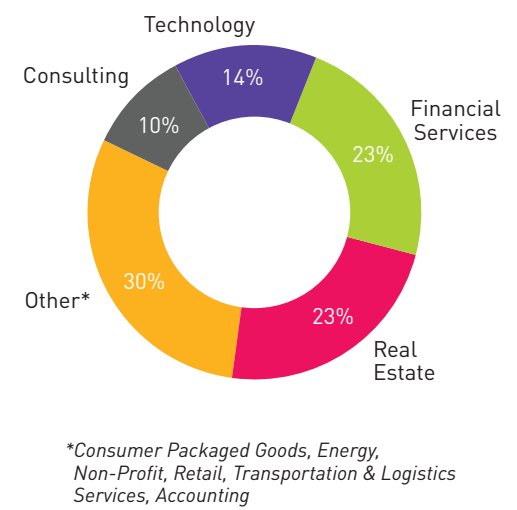
51 Companies with which our MBA students accepted employment

156 Companies that posted jobs to Beedie School of Business

90% Students reporting satisfaction with the job they accepted post-MBA, based on 92% reporting rate

73% Grads who accepted an offer and made at least one career transition (change in industry, function, and/or geography)

Industry of accepted employment



Source of accepted employment

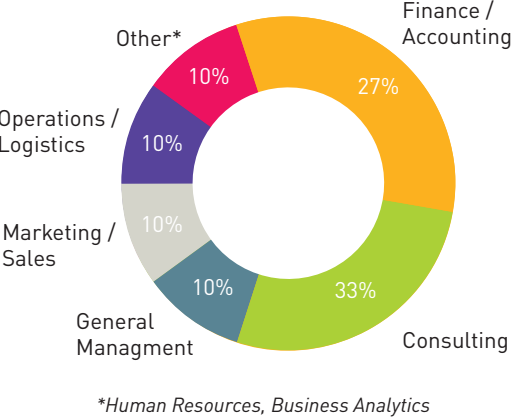
84% **SCHOOL FACILITATED**
Conversion of school facilitated internship: **79%**

Network (i.e. faculty referrals, alumni referrals, classmates, campus speakers, club events, class projects): **5%**

16% **GRADUATE FACILITATED**
Personal contacts (i.e. previous employers, family, friends outside of school, etc): **2%**

Direct application (i.e. social media/LinkedIn, Indeed, company websites): **14%**

Function of accepted employment



COMPENSATION

Compensation by Professional Industries

| Industry | % Share of Total Reported Salaries | Min \$ | Max \$ | Average \$ | Median \$ |
|--------------------|------------------------------------|--------|---------|------------|-----------|
| Consulting | 23% | 62,000 | 88,500 | 77,214 | 80,000 |
| Financial Services | 23% | 54,000 | 85,000 | 73,857 | 76,000 |
| Real Estate | 10% | 72,000 | 145,000 | 117,333 | 135,000 |
| Technology | 13% | 67,000 | 134,000 | 92,250 | 90,000 |
| Other | 31% | 61,000 | 120,000 | 85,722 | 87,500 |
| Total | 100% | 54,000 | 145,000 | 85,400 | 80,000 |

Compensation by Professional Functions

| Function | % Share of Total Reported Salaries | Min \$ | Max \$ | Average \$ | Median \$ |
|------------------------|------------------------------------|--------|---------|------------|-----------|
| Consulting | 33% | 62,000 | 120,000 | 81,650 | 80,000 |
| Finance / Accounting | 27% | 54,000 | 90,000 | 71,500 | 68,500 |
| General Management | 10% | 88,000 | 110,000 | 93,333 | 100,000 |
| Marketing / Sales | 10% | 67,000 | 145,000 | 94,667 | 72,000 |
| Operations / Logistics | 10% | 65,000 | 135,000 | 95,833 | 87,500 |
| Other | 10% | 85,000 | 134,000 | 101,333 | 85,000 |
| Total | 100% | 54,000 | 145,000 | 85,400 | 80,000 |

Compensation Breakdown

| | Min \$ | Max \$ | Average \$ |
|-------------|--------|---------|------------|
| Base Salary | 54,000 | 145,000 | 85,400 |

“As an international student from India, the Career Management Centre helped me understand the Canadian job market and connected me with amazing professionals through various individual and group coaching sessions and networking events. The Career Management Centre was instrumental in my journey by supporting my career transition from software development to product management. They provided guidance on resume preparation, the interview process and job negotiations.”

– Akash Aggarwal, Class of 2022
Senior Technical Product Owner, Ritchie Bros

ALUMNI SPOTLIGHT



JOHANNA FERGUSON, MBA '21

**PROJECT MANAGER
TECK RESOURCES LIMITED**

Johanna Ferguson's journey started with a bachelor's degree in geological sciences. After working in the mining industry for a few years in environments ranging from greenfield exploration to producing underground and open pit mines, Johanna realized that she wanted to be part of the leadership team and shape the future of the industry. This curiosity led her to pursue an online Graduate Diploma of Business Administration at SFU Beedie, which later paved the way for her MBA.

Johanna's decision to pursue an MBA was motivated by her desire to combine her technical experience with business education to help drive environmental change in mining. She chose SFU Beedie's MBA program for its flexibility to explore different career paths within her current employer, Teck Resources.

"SFU Beedie's MBA is very diverse in its courses offered and has given me a different perspective and multiple lenses from which to analyze problems," said Johanna. "I'm now able to tackle problems from a more creative approach. My toolbox has grown, and I feel well equipped to take on almost anything."

One of her favorite courses was business strategy, where she learned different analyses that she now applies regularly in her work. Johanna also took a course in

innovation and entrepreneurship, which prepared her for her current intrapreneurial position at Teck Resources.

Apart from the skills she gained through courses, Johanna's MBA experience also allowed her to gain hands-on experience by participating in multiple case competitions throughout the program. "This helped me build courage and practice my presentation and collaboration skills which I use on a daily basis," said Johanna.

Johanna's long-term career goal is to contribute to environment, health, and safety initiatives in the mining industry to help with decarbonization and reduce workplace injuries. Her MBA education equipped her with the necessary skills and knowledge to continue to speak up and encourage conversations around health and safety and sustainability initiatives.

"Consider the MBA as your playground," said Johanna. "Don't be afraid to ask questions and challenge the status quo."

ALUMNI SPOTLIGHT



VIKSIT JAIN, MBA '22

**DIRECTOR, DIGITAL CUSTOMER EXPERIENCE
BOSA PROPERTIES**

From advertising to venture start-ups, Viksit Jain's professional experience encompasses a range of different industries. After completing his master's degree in commerce, he spent a decade at advertising agencies, starting as a copywriter and ending up in account management. Viksit decided to take a break and pursue an MBA that could help him reflect, learn, and prepare for the next phase of his professional journey.

SFU Beedie's MBA program has been a game-changer for Viksit. It helped him leverage his past experiences while building upon new business skills and gave him a robust understanding of the local business environment. Through his MBA, he found the skills and confidence he needed to hit the ground running in his new product management role at Bosa Properties.

"I selected SFU Beedie's MBA for its excellent mix of courses that would allow me to develop new critical business skills while refining my existing ones," said Vikjit. "The program strengthened my core business skills like financial and operations management and formally introduced me to modern tools for sustainability, global collaboration, and managing organizational structure."

Viksit's favorite course was business analytics, which has been invaluable for him in his current role. He learned how to model business data and draw insights, project ROI from product improvement, and build robust business cases for investment in technology.

"I also enjoyed my negotiation course, which gave me principles and skills that I have since successfully applied to numerous business situations," said Viksit. "I went from detesting negotiating when I began the MBA program to thoroughly enjoying it thanks to this transformative course."

Participating in the Telfer DEI case competition was an eye-opening experience for Viksit. He and his team worked for weeks researching and learning about systemic challenges faced by women, Indigenous peoples, persons with disabilities and visible minorities, and ultimately delivered the winning business solution to drive inclusivity in the workplace at scale.

Viksit aspires to continue building his skills as a product manager and eventually become a business leader in technology.

"Learn from your peers," said Viksit. "You will have an amazing cohort of diverse people from different backgrounds, and each of them will bring distinct perspectives that will exponentially increase your learning. Be open to learning from others' experiences."

ALUMNI SPOTLIGHT



APARAJITA SHARMA, MBA '22

SENIOR CONSULTANT
DELOITTE CANADA

Aparajita Sharma knows a thing or two about seeking challenges and exploring one's limits. Every year, she goes trekking through the Himalayas—and pushing herself to the top of a mountain has taught her how to meet challenges head-on and pursue her goals with determination. Now with an MBA under her belt, Aparajita is conquering new heights as a senior consultant at Deloitte Canada.

“My MBA has deeply impacted my professional career,” said Aparajita. “It shaped my career towards consulting. The skills, the case study approach, working in cross-cultural teams on live-consulting projects, and the excellent selection of courses all collectively helped me in my professional growth and in being selected for one of the top consulting companies in North America.”

Although she had pursued science during her undergraduate studies, Aparajita had always been fascinated by finance and economics. She often read up on topics like share market, company reports, and market dynamics while engaging in lively discussions with finance and economics students. She later completed a diploma in management and embarked on a career in capital markets working as an equity analyst.

The MBA program at SFU Beedie suited Aparajita's needs perfectly, providing an opportunity to change career paths towards consulting. The consulting project in her strategy consulting course was a turning point for Aparajita—the point at which she decided to pursue strategy consulting as a career. Her current role in Deloitte is focused on business consulting and draws parallels to courses she took during her MBA program.

“In the MBA program, I learned from people across industries and developed ways to think about what's best for the client,” said Aparajita. “The strategy and business consulting courses taught me to think out of the box and solve new and complex problems.”

Aparajita was able to connect with mentors at SFU Beedie who motivated and advised her at every stage of her MBA program and job search process. She also got involved with the SFU Beedie consulting preparatory program and Student Ambassador program, where she eventually became a mentor to other students.

“Choosing SFU Beedie was the best decision of my personal and professional life,” said Aparajita. “I am so proud to represent SFU at Deloitte.”



CORPORATE ENGAGEMENT

The following is a list of companies that engaged with Beedie’s MBA students in the last three years through company tours, fire-side chats, networking receptions, internships, Mentors-in-Business program, hiring, formal postings, and campus recruiting

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|------------------------------------|--|--|--|
| Consulting | RLG International | Navitas | Canwa Financial & Insurance Services Inc. |
| Accenture | Roots & Rivers Consulting | Simon Fraser University (SFU) | Coast Capital Savings |
| Advisorly | Sales Xceleration | Think Tank Training Centre | Connor, Clark & Lunn Financial Group |
| Altmann Consulting Services | Scintillant Ventures Ltd. | TUEX International Education | Envision Financial |
| Atrax Systems Inc | SiGnature Recruiting | Vancouver Community College | Equitable Bank |
| Bizfield Accelerator Inc. | SkylIT | | FCC Farm Credit Canada |
| Cascadia Strategy Partners | Slalom | Energy | Fidelity Investments Canada Limited |
| Ceridian LifeWorks Canada Ltd. | Southlea Group | Acden Holdings | Fulcra Asset Management |
| Culinary Recruitment International | Tandem Innovation Group | Artemis Gold Inc | Genus Capital Management |
| Dialectica | Technical Safety BC | BC Hydro | GWN Operations Management Ltd. |
| EFOQUS | TEKsystems | BC Pension Corporation | HollisWealth |
| Empowered Startups Ltd. | Two Worlds Consulting | BC Public Service | Hoovest Financial Inc. |
| Ernst & Young | Western Compensation & Benefits Consultants | BCI | HSBC |
| Groundswell Cloud Solutions | XRM Vision | Corix | Insurance Corporation of British Columbia (ICBC) |
| GuardRFID | Consumer Packaged Goods | ExxonMobil | Intact Insurance Company |
| HackHub | Body Energy Club | Imperial Oil | Invictus RG Pte. Ltd. |
| HRx Technology | Eisner Business Consulting Ltd. | JDS Energy & Mining Inc. | Krystal Growth Partners |
| iFathom | PepsiCo | Teck Resources | Mackenzie Investments |
| Ignite Technical Resources | Procter & Gamble Inc. | Financial Services | Mastercard |
| IT/IQ Tech Recruiters | Education | Agentis Capital | National Bank Financial |
| Janet David + Associates Inc. | British Columbia Institute of Technology (BCIT) | AIG Insurance Company of Canada | Nicola Wealth Management |
| Marsh and McLennan Companies | Canadian College | Atlas One | Nimbus Synergies |
| Meira Consulting | Columbia College | Bank of Canada | Numerix |
| Norima Consulting | GrantMe | Bank of Montreal (BMO) | Odlum Brown Limited |
| OmniSolu Technology Inc. | Guru Nanak Institute of Global Studies | BDC Capital | Orbis Investments |
| OPTIS Consulting | King Abdullah University of Science & Technology | British Columbia Investment Management Corporation (BCI) | PenderFund Capital Management Ltd |
| PNJ Solutions | Make a Future - Careers in BC Education | Canaccord Genuity Corp. | Phillips, Hager & North Investment Management |
| Pragilis Solutions Inc. | | Canada Pension Plan Investment Board (CPPIB) | PI Financial Corp |
| Prodago | | Canadian Imperial Bank of Commerce (CIBC) | PSP Investments |
| Quinn & Partners | | | |
| Renato Zane Coaching | | | |

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| Royal Bank of Canada (RBC) |
| Sandpiper Group |
| Scotia Wealth Management |
| Scotiabank |
| SGGG Fund Services Inc. |
| Shred Capital Ltd |
| TD Canada Trust |
| Tricor Pacific Capitol |
| Trisura Guarantee Insurance Company |
| Vancity |
| Victory Square Technologies |
| Visa |
| Westland Insurance Group Ltd. |

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| Government |
| British Columbia Lottery Corporation (BCLC) |
| Canada Revenue Agency (CRA) |
| Canadian Security Intelligence Service |
| City of Burnaby |
| City of Coquitlam |
| City of Port Moody |
| City of Vancouver |
| Community Living British Columbia |
| SkilledTradesBC |
| Office of the Auditor General of Canada |
| Royal Canadian Mounted Police |
| Union of BC Municipalities |
| Vancouver Fraser Port Authority |
| Workers' Safety and Compensation Commission |
| WorkSafeBC |
| Yukon Government |

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| Healthcare |
| Black Tusk Research Group |
| Coast Mental Health |
| Fraser Health Authority |
| Johnson & Johnson |
| MediMap |
| Pacific Blue Cross |
| Provincial Health Services Authority (PHSA) |
| Prenuvo |
| Provincial Health Services Authority |
| Total Life Inc |
| Vancouver Coastal Health |
| Vancouver Imaging |
| BC Cancer Research Centre |
| Flextrapower Technologies Inc |
| Fort Capital Partners |
| FortisBC |
| Healthcord Cryogenics Corporation |
| Hockey Helps the Homeless |
| STEMCELL Technologies Inc. |
| Strategic Innovation Fund |
| Swift Disability Services Ltd. |

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| Hospitality |
| Entree Destinations |
| Entreflow Consulting Group |
| Fairmont Pacific Rim |
| Jericho Beach Kayak Centre Ltd. |
| Tongcheng Ltd |

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| Import/Export |
| Icon Global Supply |
| Olympic Industries ULC |

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| Manufacturing |
| Agrifoods International Cooperative |
| Ballard Power Systems |
| Catalyst Paper Corporation |
| Daanaa Resolutions Inc. |
| Finning International |
| Flamemax Catering Equipment Co. |
| Fujitec Canada Inc. |
| Good Natured Products Inc. |
| Jardine Matheson Limited |
| Paper Excellence |
| Prepac Manufacturing Ltd. |
| RGD Aire Acondicionado SAS |
| Ritchie Bros. |
| Serta Simmons Bedding |
| Sherwin Williams Company |
| Stelmark Products Inc |

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| Media & Entertainment |
| Activ8 Corporate Relations & Training |
| Arts Club Theatre Company |
| Bill Reid Gallery |
| Canucks Sports & Entertainment |
| Farmboy Fine Arts |
| Post Media Network Inc. |
| PrizmMedia.com |
| Quilchena Golf and Country Club |
| ResponsiveAds |
| TBWA Singapore |
| Ultralink Digital |
| Vancouver Visual Art Foundation |
| Vancouver International School of Music (VISM) |
| Whitecaps FC |

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| Non-Profit |
| Canadian Blood Services |
| Canadian Cancer Society |
| DreamRider Productions |
| Environmental Defense Fund |
| enVision Community Living |
| First Nations Technology Council |
| Greater Vancouver Board of Trade |
| LEAP Pecaut Centre for Social Impact |
| Neil Squire Society |
| Northern Development Initiative Trust |
| Praxis Spinal Cord Institute |
| Small Business BC |
| The Fraser Institute |
| The Starfish Canada |
| Unique Get Together Society |
| Vancouver Island Human Rights Coalition (VIHRC) |
| Venture For Canada |
| Youth Challenge International |
| Youth Climate Lab |

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| Other |
| Commissionaires BC |
| CPA Canada |
| CREW Vancouver |
| Golden Eagle Farms |
| Independent Contractors Business Association (ICBA) |
| ICONIX Waterworks |
| Insight Pest Solutions |
| Presidents Group |
| Restaurant Brands International |

Soul Restaurants
Canada Inc

TransPerfect

Vantage Canada

Professional Services

Ankur Merwaha
Chartered Professional
Accountant Inc.

Arbutus Group

Baker Tilly WM LLP

BDO Canada LLP

Bench

Charlton & Company

Crowe MacKay LLP

d'Abadie Moody

D&H Group LLP

Davidson & Company LLP

Deloitte LLP

Farris LLP

Grant Thornton

Harbourside CPA LLP

James Stafford Inc.

Kaushal & Company

KPMG

LiveCA LLP

MDD Forensic Accountants

MNP LLP

PricewaterhouseCoopers
(PwC)

R N Hill Chartered
Professional Accountant
Group Inc.

Rolfe, Benson LLP

Smythe LLP

Walsh King LLP

Real Estate & Construction

ACM Advisors Ltd.

Aoyuan Management

Avison Young

Belmont Properties

Bosa Properties

CBRE Limited

Colliers International

Dawson Group

Denciti Development Corp.

Herc Rentals

Integral Group LLC

Kasian Architecture Interior
Design and Planning Ltd.

Ledcor Group

Metrie

Peterson Group

Porte Communities

QuadReal Property Group

RE/MAX

Taiga Building Products

Taylor Valley Construction
Ltd. ACM Advisors Ltd.

Retail

A&W Food Services
of Canada

Arc'teryx

Aritzia

Aurora Heat, Inc.

Baaad Anna's Yarn Store

Canadian Tire
Corporation, Ltd.

COBS Bread

Donalds Fine Foods

Fox Factory

FPI Fireplace Products
International Ltd

lululemon athletica

Lush Handmade Cosmetics

Mindful Collective Co.

Oak + Fort

Posh Pantry

Robson Wine Beer
and Spirits

Steamworks Brewing
Company

Taiga Works

Techtronic Industries
Canada Inc.

tentree

Trail Appliances BC

Sustainability

CTK BIO CANADA

DryGro

Embedding Project

Nexii Building Solutions

Nutrienvisus
Technologies Inc.

Refood

Technology

Aequilibrium Software Inc.

Alida

Apploi

Aquatic Informatics

ATPCO

B2 Payments Solutions, Inc.

Bell Canada

Brighterion

ByteDance

Celonis

Changzhou Sweeya
E-Commerce Co. Ltd

CheckingIn

Coinbase

Colligo Networks Inc.

Corvum

Curatio

Cymax Group

Diligent Corporation

Electronic Arts

Euro Asia Pay Holdings

Financial CAD Corporation
(Fincad)

Finn AI

Forward Security T

Galvanize

GenXwest

GeoComply

Glentel

IBM

Incognito Software Systems

Jostle

Kinaxis

Klue

Marine Learning Systems

Microserve

Microsoft

Norsat International Inc

Notetracks Inc.

Revalize

Reynolds and Reynolds
Canada Ltd.

SAP

Shaw Communications

Snack App

TalentClick

TELUS

Trip.com Group

Tripspark Technologies

Trulioo

Transportation & Logistics Services

Boeing

Bombardier

C.B. Constantini Ltd.

Enterprise Holdings, Inc.

EV Logistics

Penske Truck Leasing

Vancouver Airport Authority
(YVR)

UNDERSTANDING DATA

The MBA Career Services & Employer Alliance (MBA CSEA) standards for reporting employment statistics are the platform by which top business programs capture, analyze and distribute employment outcomes about graduating students. The SFU Beedie School of Business follows this globally held standard so as to provide transparent, consistent and comparable information for prospective students to use when exploring our program.

All data, except where otherwise noted, is captured three-months post-graduation.

REPORTING RATE

For the 2022 graduating class, 51 students graduated between July 1, 2021 to June 30, 2022. The employment outcome was collected three-month post graduation with a 92% reporting rate.

SALARY

Salary can be a sensitive piece of information to share and not all of our graduates choose to share the information. For the 2022 graduating class, the reporting rate on salary details is 83%.

Salary is reported both at an aggregate level for the class overall and broken down by industry and function to give you an understanding of the difference between sectors.

CAREER TRANSITIONS

Vancouver is an attractive location for education and for establishing a new career. Our students come from all over the world and transition into new opportunities post-program aided by our internship program, mentorship services and career coaching. Reported changes made between pre and post-program can be in industry, job function or in geographic location.



SERVICES

We provide students and alumni various services and programs designed to assist in successful career transitions, whether to advance at their current place of employment, or to transition into a new role, company, or industry.

Career Consultants administer a tailored career program and meet one-on-one with students to provide them with career support right from the very start of their program.

SAMPLE OF CAREER PROGRAM TOPICS

- Self-assessment
- Resume creation
- Cover letter writing
- Interviewing
- Job search strategies
- Networking & business etiquette
- Informational interviews
- LinkedIn
- Professional business
- Personal branding
- Salary negotiation
- Working with recruiters & search firms

ALUMNI / EMPLOYER ENGAGEMENT

- Guest speaking
- Career exploration programs or events
- Mentors in Business program
- Corporate mock interviews
- Industry tours
- Networking events

JOB OPPORTUNITIES

- Beedie Community job board
- Company information/recruitment sessions
- On-campus interviewing
- MBA Recruiting Reception

We provide additional services for students with English as an Additional Language to assist with the transition to North American culture and job search.

“The Full-Time MBA Career coach has been instrumental from the very beginning – career coaching sessions, resources to get my career discovery journey started, creating a strong resume, cover letter, and preparing for interviews. He has also helped me with handling situations with multiple offers and overall, with my personal brand.”

– Danny Bartanus, Class of 2019
Commercial Account Manager, Royal Bank of Canada

MEET THE TEAM



Gurwinder Singh
Director,
Graduate Career Management
Centre and Employer
Engagement



Doug Leong
Associate Director,
MBA Careers



Wendy Lawson
Associate Director, Executive and
Technology MBA Careers



Giuseppe Sarmiento
Vuckovic
Manager,
MSc Finance Careers



Danielle Kershaw
Manager,
PT MBA Careers



Clayton Bergquist
Manager,
Employer Engagement



Preet Brar
Manager, Strategic
Partnerships



Zhanata Almazbekova
Program Administrator,
Employer Engagement



Sana Soheli
Program Administrator,
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Simon Fraser University respectfully acknowledges the xʷməθkʷəy̍əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish), səliłwətaʔt (Tsleil-Waututh), qíćəy̍ (Katzie), kʷikʷəłəm (Kwikwetlem), Qayqayt, Kwantlen, Semiahmoo and Tsawwassen peoples on whose unceded traditional territories our three campuses reside.

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