



May 18, 2021

Ana Serrano  
President and Vice Chancellor  
OCAD University  
100 McCaul Street  
Toronto, ON M5T 1W1

**BY EMAIL:** [serrano@ocadu.ca](mailto:serrano@ocadu.ca)

Dear President Serrano,

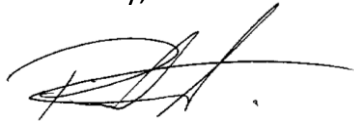
On behalf of members of the Association of Academic Staff University of Alberta (AASUA), we are writing to express our dismay upon learning of the elimination of six positions in the OCAD Library, including: the Head, Reference & Instructional Services, Head, Visual Resources & Special Collections, Learning Zone Librarian, and Head, E Resources & E Learning Librarian. The elimination of these positions has resulted in the termination, on very short notice, of four senior librarians, namely: Daniel Payne, Marta Chudolinska, Victoria Sigurdson and Alex Homanchuk.

These terminations represent a huge loss of expertise and decades of experience for the OCAD community, and will inevitably impoverish the Library and its services. Moreover, the rushed approach to these terminations demonstrates a level of disrespect for employees from university leadership that is difficult to overstate, and will have lasting negative impacts on your institution. These terminations were purportedly the result of a restructuring exercise, however, serious doubts have been raised about the process, and in particular, the complete lack of consultation or collegiality in the decision-making that led to the restructuring and elimination of these positions. This unilateral approach is contrary to academic norms and expectations, and has already severely tarnished your institution's reputation within the broader Canadian postsecondary community.

Experienced professional librarians are essential to the good functioning of academic libraries, and they provide a unique resource for students and faculty as they engage in the core activities of universities, one that centers the needs of the university community as a whole and supports activities on campus in innumerable ways, especially for individuals who face challenges as a result of personal circumstances or structural inequalities. These individuals benefit greatly from the unique supports librarians can provide as they undertake their postsecondary journeys. Much of this work is unsung, and largely invisible to administrators who do not make an effort to expose themselves to it and understand how important it is to those on campus who rely on it.

On behalf of Librarians and all Academic staff at the University of Alberta, we ask that you reconsider your decision to terminate these positions, that you reinstate the librarians whose positions have been terminated, and that you engage in substantive and collegial discussion with OCAD librarians, library staff, and the wider community on any future restructuring of the Library. Failing to do so will result in irreparable harm to your institution's reputation.

Sincerely,



Ricardo Acuña  
President, AASUA



Cam Laforest  
Librarian Director, AASUA



Sean Luyk  
Librarian Council Rep, AASUA

c.c.: Jamie Watt, Chair, OCAD University Board of Governors, [jwatt@navltd.com](mailto:jwatt@navltd.com)  
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