



FACULTY ASSOCIATION

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Tuesday May 18, 2021

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

Subject: Termination of Four Academic Librarians at OCAD University

Dear President Serrano,

The Windsor University Faculty Association (WUFA) and the librarian members of WUFA would like to express our deep concern about the termination of four senior academic librarians at the OCAD University Library. We urge you to reinstate the four academic librarians, cease all plans to restructure the library and uphold the entrenched academic principle of collegial governance.

It is our understanding that these layoffs are part of a plan to restructure the library. Libraries are an integral part of universities, supporting teaching, learning and research. Librarians work with faculty, staff and students to establish, maintain and enhance innovative collections, services and partnerships that support the campus community and further afield. A restructuring that begins with the termination of four experienced librarians with an aggregate of over 60 years of service at your university, must surely work to the detriment of OCAD University's academic mission.

We also understand that the plan to restructure was largely a unilateral one made by the administration. There was no meaningful consultation with librarians & library staff (nor with their union), faculty and students before final decisions were made. We are very concerned with the failure to comply with negotiated collective agreements and with the disregard for collegial governance that is evident throughout the restructuring plan. Librarians and library staff received notification of a review and reorganization, but no opportunity to provide substantial input. Meeting minutes from the 1 March University Senate shows that the University Librarian provided an update on the review of library resources, but no indication that a major reorganization would take place. Simply, not enough was done to engage with librarians, faculty and students.

A defining characteristic of any university is the right for academic staff to participate fully in decisions that affect the institution. We urge you to end all plans to restructure the library until there is a proper, collegial process in place that fully involves the University Senate, faculty members, students and particularly the librarians, who must have a primary role in decisions that affect their library.

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Ana Serrano, President & Vice-Chancellor
OCAD University
(cont'd)

The Windsor University Faculty Association and its librarian members join librarians, faculty and students across Canada in strongly urging you to reinstate our four colleagues, to reconsider this arbitrary approach to restructuring the library and to uphold collegial governance at OCAD University.

Sincerely,

A handwritten signature in black ink, appearing to read 'A. Lanoszka', written in a cursive style.

Dr. Anna Lanoszka, President
Windsor University Faculty Association (WUFA)

cc: Jamie Watt, Chair of the Board of Governors, OCAD University
Caroline Langill, Vice-President, Academic & Provost, OCAD University
Tony White, University Librarian, OCAD University
Chris Thompson, Interim President, OPSEU Local 576
Min Sook Lee, President, OCAD University Faculty Association