



Ontario Confederation of University Faculty Associations  
Union des associations des professeurs des universités de l'Ontario

May 18, 2021

Ana Serrano, President and Vice-Chancellor

Email: [aserrano@ocadu.ca](mailto:aserrano@ocadu.ca)

Dear President Ana Serrano,

I am writing to you on behalf of the Ontario Confederation of University Faculty Associations which represents 17,000 faculty and academic librarians at every university in Ontario. We strongly condemn the termination of four senior librarians and the elimination of two other library positions. We are writing to urge you to rehire the four librarians whose positions were terminated on May 4 and to respect the collegial process that involves librarians, faculty, students, and the broader community that is essential to OCAD University's mission.

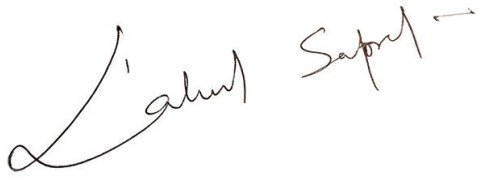
These eliminations took place under the guise of "restructuring" and bypassed the collegial process. Library staff, faculty or students were not meaningfully consulted on this restructuring and neither was OPSEU Local 576, the union that represents the library workers.

It is important to note that together, the four librarians who lost their jobs have given more than seven decades of invaluable service to OCAD University. It is shocking that the University would undervalue their contributions by terminating their positions, especially in the middle of a pandemic and without any consultation.

University librarians play an essential role in supporting students and faculty in all parts of the academic process including research, student learning, curriculum development, and more. As such, they are considered academic staff at almost every university in the country due to the integral role they play in supporting universities' academic missions. And while academic libraries go through restructuring due to changes in technology and research and instructional needs, it is essential that restructuring does not lead to any job cuts of librarians whose role is central to the learning and teaching process, and that they take place through consultations in line with the collegial process.

On behalf of the Ontario Confederation of University Faculty Associations, we urge you to reinstate all six positions and to rehire the librarians whose positions were terminated on May 4 and to respect the collegial process that involves librarians, faculty, students, and the broader community that is essential to OCAD's mission.

Sincerely,

A handwritten signature in black ink that reads "Rahul Sapra" with a horizontal line extending from the end of the name.

Rahul Sapra

*President, Ontario Confederation of University Faculty Associations*

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