



Ana Serrano, President & Vice-Chancellor, OCAD U  
Office of the President  
OCAD University  
100 McCaul St.  
Toronto, ON M5T 1W1

Dear President Serrano,

I am writing on behalf of the Council of the McGill Association of University Teachers to express our concern about the restructuring measures taken at the OCAD University Library, including the elimination of several senior positions and the layoff of four experienced senior librarians. The loss of these highly skilled individuals will have a major impact on the OCAD University Library and community, and the swift loss of institutional knowledge without time for knowledge transfer will be deeply felt by colleagues left behind.

We understand that restructuring is necessary for growth, and that OCAD U Administration followed the legal procedures required to enforce this change. However, it is expected that esteemed higher education institutions like OCAD U would follow the *spirit* of the regulations and collegial governance and treat their colleagues more respectfully. We are disappointed by the method of the restructuring announcement; it will have a long term impact on staff morale and staff retention.

We take this issue very seriously and support our colleagues at the OCAD U. On behalf of the McGill Association of University Teachers, in particular of our Librarians Section, we urge the Administration of the Ontario College of Art and Design University to reinstate our four esteemed librarian colleagues: Daniel Payne, Marta Chudolinska, Victoria Sigurdson and Alex Homanchuk.

Andrew Kirk  
President, McGill Association of University Teachers