

Ryerson University Library
350 Victoria St.
Toronto ON
M5B 2K3

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

Cc: Caroline Langill, Vice President and Provost Academic, OCADU

Cc: Jamie Watt, Chair, OCAD University Board of Governors and

Cc: Tony White, University Librarian

Dear President Serrano:

It is regrettable to hear that the drastic restructuring measures taken at the OCAD University Library eliminated six permanent positions and resulted in the lay off of four experienced senior librarians.

We understand that these senior librarians' positions, namely, the Head, Reference & Instructional Services, Head, Visual Resources & Special Collections, Learning Zone Librarian, and Head, E Resources & E Learning along with two vacant positions will be replaced by four newly created positions: one Associate University Librarian, one User Experience and Assessment Librarian, one Instructional Design Librarian and one library assistant position.

Collectively, these senior librarians have contributed 67 years of service to OCAD University. They ran student groups, provided professional and creative opportunities to students, and worked tirelessly to get the best resources for faculty members and students. Together they carry considerable institutional memory and invaluable knowledge. The four affected librarians, in sequence of seniority, were given the layoff notice right after a Teams call on May 4 when the University Librarian read the reorganization statement off a piece of paper. They haven't heard anything back from the administration since. Yet, Alex Homanchuk, one of the senior librarians affected, is worrying about fiscal year-end responsibilities and the other staff members who have been left with no support or guidance in this most challenging transition.

As peer academic librarians and knowledge workers absorb the shock wave emanating from the announcement, we question the benefit of this approach and especially of the terminations. The loss of these highly skilled individuals will have a huge impact on the OCAD University library and community. It is specious to think that these measures will

provide a good outcome for the university. It is unconscionable that the restructuring measures were considered and implemented without fulsome and collegial consultation with librarians, staff, students, faculty members and alumni. We are surprised that the Librarian Emeritus, Jill Patrick, was not even asked for insight given her three decades of leadership at OCAD University. This restructuring and the manner in which it was announced are a blow to the University's reputation. It will have a long term impact on staff morale, staff retention, new student recruitment and community engagement.

Needless to say, academic librarians play a pivotal role in providing the much-needed services especially during these trying times. On behalf of the librarians of the Ryerson University and the Ryerson Faculty Association, we ask 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.

Sincerely,

RFA Librarians from Ryerson University Library and the Ryerson Faculty Association