
UNIVERSITY OF ONTARIO INSTITUTE OF TECHNOLOGY
FACULTY ASSOCIATION

Ana Serrano, President and Vice-Chancellor
Email: aserrano@ocadu.ca

Dear President Ana Serrano,

I am writing to you on behalf of the UOIT Faculty Association which represents 283 Tenured/Tenure-Track, Teaching Faculty and Limited Term Associates at Ontario Tech University in Oshawa, 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. At the UOIT Faculty Association, we believe that collegial governance must be respected especially when it impacts the academic mission of the University.

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.

Furthermore, academic librarians in Canada have long enjoyed strong rights and protections accorded under their collective agreements. They serve as equal partners in institutions which respect and uphold traditions of collegial governance. That the rights and protections of OCADU librarians have been so blatantly violated and their tremendous contributions over decades of service so devalued by the University Librarian, Tony White, with less than one year in his new role, and with the knowledge

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and consent of senior OCADU administration is a stain on the reputation of the institution.

On behalf of the UOIT Faculty Association from Ontario Tech University, 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,



Mikael Eklund
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c.c.: Jamie Watt, Chair, OCAD University Board of Governors, jwatt@navltd.com
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