



Cape Breton University Faculty Association

May 25, 2021

Ana Serrano, President & Vice- Chancellor, OCAD University
OCAD University,
Toronto, ON
Email: aserrano@ocadu.ca

Dear President Serrano:

In consultation with the Librarians and Archivists at Cape Breton University, the Cape Breton University Faculty Association (CBUFA) is writing to express profound disappointment in the recently announced restructuring of the OCAD University Library. The callous termination of four valued and highly respected senior librarians without appropriate and meaningful engagement is detrimental to the organization, its students, and broader professional community.

We are troubled by the lack of transparency and consultation that was undertaken during this process, and the ripple effect this type of restructuring could have on other universities across Canada. Such restructuring undermines the value of academic libraries, as well as the role of academic librarians and archivists who strengthen information literacy across campus, support students and faculty, and partake in academic affairs, research, and instruction. Despite statements of new hires and alternate positions proposed through the restructuring, these actions will harm future working relations at OCAD University Library and set a toxic precedent for other departments.

We also join our colleagues across Canada in calling for an apology for misappropriating this restructuring as a step toward 'decolonization.' This top-down decision to fire four longstanding librarians has nothing to do with decolonization efforts, or flattening any hierarchy, as the administrative positions and those who fall under them still exists as it did before. Wrapping these non-collegial actions in a false narrative of cooperation is a shameful misappropriation of the concept of decolonialization.

We call for the reinstatement of our librarian colleagues at OCAD University, and a review of the restructuring process. We hope this error in judgement will be a reminder to strive for a more collegial and transparent process moving forward, and to afford respect to colleagues reflecting their professional experience and contribution of decades of service.

Sincerely,

Calvin Howley,
President Cape Breton University Faculty Association (CBUFA)

Cc: Caroline Langill, Vice President and Provost Academic, OCAD University
Jaime Watt, Chair, OCAD University Board of Governors and
Tony White, University Librarian
Min Sook Lee, President OCAD University Faculty Association
Chris Thompson, President OPSEU Local 576