



**UNIVERSITY OF REGINA
FACULTY ASSOCIATION**

President and Vice-Chancellor Ana Serrano
OCAD University
100 McCaul Street
Toronto, Ontario
M5T 1W1

May 27, 2021

President and Vice-Chancellor Serrano:

The University of Regina Faculty Association (URFA) was dismayed to learn of the dismissal of four senior librarians at OCAD University Library, announced on May 4, 2021. These dismissals amount to the loss of more than seven decades of experience and service to OCADU, and come as part of a reorganization conducted by OCADU administration without apparent or meaningful consultation. A substantial reorganization of an academic library will significantly impact library staff, faculty and students. For such a reorganization to take place without an engaged consultation with all of these groups disregards the ideals and practices of collegial governance, which are a pillar of academic institutions. In addition to a lack of meaningful consultation with library staff and stakeholders, the union representing library staff, OPSEU Local 576 was not consulted.

The loss of expertise and knowledge of the four terminated librarians, and the callous dismissal of their many years of service to the OCADU community, has a tremendous impact on OCADU's faculty and students, as well as their colleagues in the library. Librarians play a crucial role in academic institutions, providing expert support for researchers, managing and curating collections, and instructing students in information literacy and research skills. A non-collegial reorganization including the layoffs of experienced senior librarians will negatively impact the academic productivity and health of the institution for years to come.

URFA urges OCADU Administration to consider the advice received from OPSEU Local 576, and from numerous other academic faculty associations, and reinstate the four librarians who were laid off. Further, we ask that you examine the processes of reorganization at your institution,

and commit to future processes that honour the principles and practices of collegial governance in order to rebuild trust among OCADU's community and restore OCAD University's reputation.

Sincerely,

A handwritten signature in black ink, appearing to read "Britt D. Hall". The signature is fluid and cursive, with the first name "Britt" being more prominent and larger than the last name "Hall".

Britt D. Hall, MSc. PhD.
President, University of Regina Faculty Association (URFA)