



THE CANADIAN ASSOCIATION OF PROFESSIONAL ACADEMIC LIBRARIANS  
L'ASSOCIATION CANADIENNE DES BIBLIOTHÉCAIRES EN ENSEIGNEMENT SUPÉRIEUR

*CAPAL Supports Academic Librarians and the Profession*

Ana Serrano, President & Vice-Chancellor, OCADU

Office of the President, OCAD University

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

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

Cc: Tony White, University Librarian

May 20, 2021

President Serrano:

The Board and members of the Canadian Association of Professional Academic Librarians are deeply troubled by the elimination of six positions at the OCADU Library and the termination of four senior librarian positions: the Head, Reference & Instructional Services; Head, Visual Resources & Special Collections; Learning Zone Librarian; and Head, E Resources & E Learning. We ask that you consider correct collegial processes and reinstate these important professional librarians.

The rationale given for these layoffs, which are in fact terminations, is restructuring due to budget deficit. However, there have been four new positions created without consultation or the rehiring of the terminated employees. The rationale does not address the fact that, in a 14 month global pandemic, many institutions are grappling with similar budgetary challenges without resorting to eliminating over half the academic staff in a unit.

This aggressive restructuring harms the workers who are eliminated and creates an additional burden on the workers who remain. For OCADU and Canada's scholarly community, it greatly damages the corporate knowledge and information-base of Canada's fine arts research network, adversely affecting the local and national communities of students, academic staff, and researchers who rely on the expertise, knowledge, and dedication of library workers at OCADU.

Marta, Alex, Victoria, and Daniel have 70 years of experience between them and activated the academic plan by building the collections for teaching and research towards transforming education at OCADU. Eliminating their positions is an erasure of their work which is demoralizing and enervating to existing workers at OCADU. Restructuring and eliminating positions due to budget issues cannot be justified in the name of decolonization.

Librarians bring unique and valuable skills to academic institutions, including instruction and guidance in information literacy to improve students' learning and expertise in research methods and tools across all disciplines.

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 for the health of the institution and the communities it serves.

Respectfully,

CAPAL-ACBES